



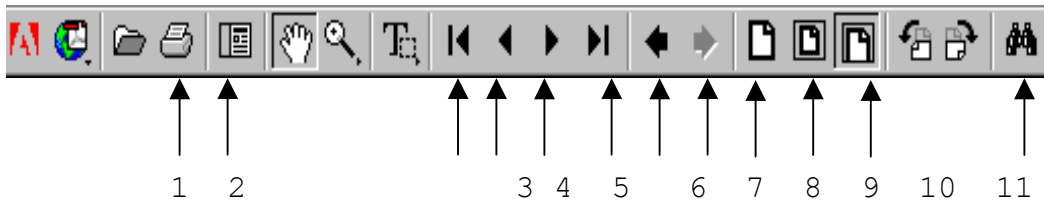
CADDO PARISH SCHOOL BOARD
Meeting Minutes
VOLUME XXXX

January 4, 2011 to December 17, 2013

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
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January 4, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:40 p.m. immediately following the administration of the oath of office to all board members by The Honorable Pam Lattier on Tuesday, January 4, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Charlotte Crawley led the invocation and Pledge of Allegiance.

VISITORS

Jon Glover, employee, asked if board members reviewed the compensation plans to be equipped to address the needs of the support employees. She referenced the published list of the top 200 administrative personnel and the fact that it made her feel uneasy to see Caddo's top boss at the head of the list. Ms. Glover stated that she looked at the survey and when seeing the injustice for support employees, she believed there had to be those support employees who gained significant increases and noted one support employee receiving \$3,000 and another a \$5,000 increase. She stated if the board had allowed the Arthur Anderson plan to remain in effect, all support employees would have been awarded an increase. Noting the new positions included in the budget, she said they average a total of \$500,000, and asked for clarification on the statement that there was a savings of \$800,000 by not giving support personnel an increase and \$700,000 was paid for the newly adopted plan, leaving a net savings of \$100,000. She further stated that if the new positions averaged a total of \$500,000, she believes the board could have afforded an increase. Ms. Glover stated that she doesn't believe this is good business and asked board members to consider all that has been done and who is directing the end result. She again asked if both plans were visited or researched in an effort to bring about fairness; and if not, she doesn't believe the board will acknowledge what has been placed upon the employees as would the superintendent. She noted that the daily average salary of an administrator is \$342.04 including benefits, and the \$300 annually, not daily, that she was looking for is minute in comparison. She encouraged the board, if they have the slightest concern for Caddo's support employees, that now is the time to let this be done. Ms. Glover also asked the board to revisit the study in addition to putting into progress an increase to insure that the support employees can swim and not sink.

ELECTION OF OFFICERS FOR 2011

Mrs. Bell nominated Lillian Priest for President for 2011. There being no additional nominations, the nominations closed. Mrs. Crawley announced that Board member Lillian Priest is nominated for president, and the vote for Ms. Priest carried unanimously.

President Priest announced that floor open for nominations for First Vice President. *Mr. Ramsey nominated Steve Riall.* Mr. Burton moved that nominations be closed, seconded by Mr. Ramsey, and the vote for Steve Riall for First Vice President carried unanimously.

President Priest announced the floor open for nominations for Second Vice President. *Mrs. Armstrong nominated Dottie Bell.* Mr. Burton moved, seconded by Mr. Ramsey, that the nominations be closed, and vote for Dottie Bell for Second Vice President carried unanimously.

AUTHORIZATION FOR PRESIDENT TO USE FACSIMILE SIGNATURE

Mr. Burton moved, seconded by Mr. Ramsey, to authorize the president to use a facsimile signature. Vote on the motion carried unanimously.

Adjourn. *Mr. Burton moved, seconded by Mr. Hooks, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:55 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

January 4, 2011

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 5:15 p.m. (following a special session of the CPSB and brief recess) on Tuesday, January 4, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey and Ginger Armstrong. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were omitted.

PRESENTATIONS

Financial Update. Superintendent Dawkins stated that last spring he, Mr. Lee and Caddo's bond counsel attended a meeting with Standard and Poor's in Dallas regarding our bond rating status in anticipation of any financial initiatives the district might pursue with Vision 2020. He stated that they will share the same information with the board this evening and asked the board to consider this baseline data on the evolving fiscal condition of the district. Dr. Dawkins stated that it will become clear very quickly that we must be focused and poised to do all that is necessary to assure the fiscal integrity of the school district. He said the changes in the state, local and national economic picture do not offer much comfort to school districts and municipalities anywhere in the state or nation. He further stated that, consistent with Vision 2020 and with a review of all policies, laws and procedures that govern the movement of students, the staff will share with the board plans to strengthen the fiscal conditions of the district; and the final recommendation for all future budgets, facilities and academic programs that are directly tied to our ability to manage the resources in hand as well as seek resources from other sources. Dr. Dawkins announced that beginning now, the board will more frequently receive financial data and strategies to address our greatest fiscal needs. He also announced that staff will send monthly financial statements to the board, and quarterly budget work sessions will be held. He said that the goal is to avoid disruption to the educational experience of the students through prudent and responsible financial planning and management. He encouraged board members to share their concerns and questions with staff and while some of the work will not be easy, it is necessary to insure that we meet the needs of students for many years to come.

Jim Lee, director of finance, reiterated that this same information was presented to Standards and Poor's in an effort to get our bond rating increased. Mr. Lee shared with the board financial and statistical data and the November financial statement. Mrs. Crawley asked if anyone besides board members gets copies of this information, i.e. employee organizations? The superintendent stated that staff will make it available on line.

Mr. Lee highlighted the current poor economic outlook for the state with a forecast of a \$1.5 billion to \$2.0 billion shortfall. He reminded the board of Caddo's budget cuts at the beginning of the past school year as well as mid year cuts, which we have not experienced in some time; and the fact that it comes to the district as a direct impact of the state's condition. Because the district has been financially prudent in the past, Caddo has been able to absorb these cuts without any layoffs; however, as was mentioned in this year's budget discussions, it was a difficult time to adopt a budget when we had to go into the fund balance to avoid any layoffs. He reported that in 2011-12, the district will be faced with some financial challenges.

He also shared with the board background information on how the district accounts for funds, highlighting the different fund types, i.e. General Fund, special revenue funds, and capital project funds as follows:

General fund – used to account for everything that doesn't have to be accounted for somewhere else. Three major sources of revenue for the General Fund are ad valorem taxes, sales taxes, and the state MFP funding. In the year ending June 30, 2010, a net operating loss was reported for the first time in recent history in the General Fund, with most of this due to decreased MFP funds and increases in normal operations, i.e. salaries, fuel, etc., which caused an approximate \$8.6 million loss and a dipping into the fund balance. Mr. Lee also reminded the board that the 2010-11 budget also dips into the fund balance even more because of the \$30 million used in order to have a balanced budget, leaving approximately \$4 million in the undesignated fund balance. This is only about 1% of Caddo's annual expenditures, an amount that would only last about 4

days if the district found itself in a crisis situation; and this amount is nowhere near industry recommended guidelines of 10-15%. Mr. Lee also stated that Caddo currently does not have a fund balance policy as some districts do; however the district has strived to keep the fund balance in the 10-15% range. He also explained that reasons for dipping into the fund balance so heavily were because of the following that hit the district hard this year – large, extraordinary increase in retirement costs, increase in health care insurance costs (and additional requirements in the future), and decrease in State-funded MFP (second year in a row with no increase).

Mr. Lee further explained the difference in designated and undesignated fund balance in all reserves. The undesignated fund balance is the district's savings account that can be used as long as a balance is maintained, and the designated fund balances are those the board has set aside for specific possible needs, i.e. fund for catastrophic property damage in the event of damage from tornado, for example. For the beginning of the 2010 fiscal year, these figures are \$41 million for undesignated and \$35 million for designated; and next month, when the auditors present this information, he reminded the board that they should not believe that is what's in the fund when they see the \$41 million because of the fact of using it this year, and that the balance is now actually \$4 million. He also made the board aware that they will also see something they have never seen before when the auditors present their report and that is in the statement of net assets will reflect a negative because of the OPEB liability that must be accounted for on the financial statement, approximately \$100 million annually.

He presented background information on the three main sources of revenue, explaining that the ad valorem taxes stay pretty stable and is based on property values in the parish, sales taxes stay fairly stable and noted the Haynesville Shale effect over the past five years, as well as the MFP funding and how student enrollment has affected this amount.

In highlighting expenditures, Mr. Lee stated that we have seen less than a 5% increase which is in the normal range, and explained that the state requires that 70% of this money must be spent in instructional areas, which we have always done and did so this past year with 76%. In looking at the budget for the coming year, Mr. Lee reminded the board that 85% of our expenses are in people (salaries and benefits). He also brought to the board's attention that capital outlay and debt service reflect a large increase, which is mainly an accounting adjustment made by the auditors; and this was the first year the district had to make a payment on the QSCB Loan in excess of \$1 million. He explained that under Central Administration, incentives paid to the Target Schools were budgeted in this line, and he also shared percentages spent in each area.

In the Superintendent's request when he came to Caddo, he said staff began looking at some long-range planning for the district, and Mr. Lee reported comparisons in past years in the areas of ad valorem taxes, sales taxes as well as MFP and enrollment numbers; and based on this information, he shared predictions for these areas. Mr. Lee also explained it is anticipated the State will revert back and begin giving the district the 2.75% growth MFP money again in a couple of years.

The special revenue funds, which include Title I and IDEA, and we are anticipating cuts next year. He also reminded the board that last year and this year we received stimulus funds (Title I, IDEA, Title 2D) which goes away at the end of this year with no indication that there will be additional stimulus monies in the future. It is also anticipated that Title I will be flat next year. The debt service fund is used entirely to repay outstanding General Obligation bonds, about \$101 million outstanding at this time. He explained that this fund is funded completely by a tax millage and we set the millage each year to determine how much is needed to repay the debt with limits on how much we can build this fund up. He also explained that if the board and the public decide to issue additional debt, the district has a capacity of up to \$508 million. He also reported that this past year was the first year the district did not issue any debt with the last election in 2004 that allowed for the issuing of bonds and currently we are spending what is left of these bonds to finalize construction projects.

Mr. Lee concluded his report by highlighting the CEEF (Caddo Education Excellence Fund) Fund that is used to account for the money the district receives from the two riverboats in Caddo Parish. He added it is a permanent trust fund and all the money deposited stays in the fund. We cannot touch the principal, which is currently about \$16 million, but can only take the earnings each year and distribute to the schools to use for instructional enhancements. He reminded the

board that with the interest rates where they were this year, there was not a distribution to the schools, a decision made by the committee who decided to carry it over to next year.

Regarding the two charter schools, Mr. Lee reported that while they anticipated having approximately 1,200 students at these two schools, there is actually less than 800 at both schools combined. He also stated that we have not to date received any indication from the state that they are planning on taking any additional Caddo schools.

He also reminded the board that General Motors is scheduled to close the latest in 2012 and they are gradually scaling back; and if they had shut down everything at one time, it would have had a tremendous impact on the district all at once.

Dr. Dawkins explained that he wanted to provide this information to the board so we are consistent as we move forward and address the big challenges ahead. He said these funds will be the resource for all the projects and educational programs in the system and it is important to strategically plan the resources available to us. He announced that the overwhelming majority of districts in Louisiana are faced with the same challenges. The superintendent noted the obligation and duty to the board and public to strengthen the financial conditions and this was a start in that direction.

Mr. Hooks asked Mr. Lee if he has a breakdown by schools as to how the money is disbursed and if he could get a breakdown of the funds for the schools in District 5. Mr. Lee said we currently do not have a financial statement. Mr. Hooks said this is not helping him at all and he wants to know what his schools are getting at this point. Mr. Lee said he can work on that information. Mr. Hooks said he wants to begin 2011 right and when he asks for something, he wants it. He said he wants staff to understand that the board doesn't work for staff, but staff works for the board and when he requests something, he wants the superintendent to provide it. Dr. Dawkins explained that we don't carry the information as Mr. Hooks requested it, but we can give him a budget for each of his schools. Mr. Hooks asked about the percentage of monies being spent in instruction and what does this mean? Dr. Dawkins referenced page 6 where it states 75%. Mr. Lee further explained that total instruction (what the state considers instructional expenditures) was 76% with the chart showing "pure" instruction at 60+% and when adding school administration and support services at the schools, it comes to 76%.

Mrs. Bell asked if it is possible for the board to meet with staff to explain this so she can fully understand certain terminology in this financial report? The superintendent said he will set up times to meet with board members.

Mr. Rachal asked about the approximate 800 students in the two charter schools and the state getting approximately \$10,000 per student. Mr. Lee said that is what the state started off with based on last year's numbers and there should be an adjustment at midterm based on the actual October 1 count. Mr. Rachal asked if there is a ballpark number? Mr. Lee responded that the last he heard there are approximately 200 at Linear and 300-400 at Linwood. Mr. Rachal reminded everyone that they started out with approximately \$10,000 per student and the money they received was figured on 1,200 students, and he believes it will be difficult to get any of the money back (state and local). Mr. Rachal asked if, when Caddo gets back the credit, it will be according to the same chart we received MFP? Mr. Lee explained that what they have done in the past is take our average (\$3,855 plus extras for at-risk, et.al. students), and this average times the number of students at the charter schools is what they reduce from Caddo's amount and they do a similar prorating for the local revenue. Mr. Rachal asked about the General Fund comparison relative to revenue and he believes it is good for the public to see this. He also noted the additional expenditures (\$23 million) for a total of approximately \$41 million. Mr. Lee added that the expenditure amount should rise as a result of the increase in retirement cost this year (20% the district has to pay into the retirement system for every employee). For 2011, it will increase from 20% to 23% or approximately \$4-\$5 million, plus the increase in health care. Mr. Rachal also mentioned the ad valorem taxes because everyone local is contributing through paying property taxes, and with everything going on in real estate and wherever the construction is taking place is where he believes one will see an increase in contributions.

Mrs. Crawford asked if we will see this big of an impact again? Mr. Lee responded we will see the impact because we still have to carry this. Mrs. Crawford asked for clarification and is it this much plus? Mr. Lee reminded the board that the 2010-11 budget has approximately \$30 million

budgeted for expenditures over revenue, and we will not be able to have only a \$4 million reserve again, so it is necessary to build this up and have a fund balance for next year.

Dr. Dawkins announced that the budget process has begun, and the information presented will hopefully give board members a look at the larger picture of what we are looking at. Mrs. Crawford asked if the hits being projected are all of them. Mr. Lee responded they are the biggest ones.

Mrs. Crawley asked about the designated funds and if a list of what is in this fund total the \$35 million is included in the packet of information? Mr. Lee said it is not, but is something he can provide. Mrs. Crawley asked Mr. Lee how this went down from last year to this year? Mr. Lee responded that most of it was a designated fund of approximately \$16 million to be used in repaying the QSCB loan. Regarding Haynesville Shale, Mrs. Crawley asked how much money we are receiving from this? Mr. Lee explained that he can get a total amount of mineral income and what is in the works because it is broken out by Haynesville Shale and the other company. Mr. Lee further explained there are two aspects of mineral income – (1) lease bonus payments, which we have not received a lot from because most of our properties are already under lease, and (2) ongoing royalties which is dependent upon the price of oil and gas. Mrs. Crawley stated that she would like to receive a list of the designated funds.

Mr. Burton stated his appreciation for the thorough report and asked what effects will the cuts being made statewide and nationwide have on the amount given to the charter schools? Mr. Lee explained that based on the reports he has seen, they are affected the same way, and because of their enrollment, they will receive less.

Mr. Ramsey asked about the American Recovery and Reinvestment Act and the direct allocation of \$4 million for 2010, which has been deferred to 2011; and if we have received any confirmation on receiving this? Mr. Lee said it is ours, but it depends on the plan we develop for specific needs, that meet the guidelines established for those funds, similar to the \$17 million received last year. Using it for additional upgrades, enacting the facilities plan or some version of it, etc. are possibilities, but the district must have a plan. Mr. Ramsey asked if there is a timeframe for spending these funds? Mr. Lee responded it is three years and we must spend 95% of it during those three years.

Ms. Priest asked about special revenue (bonds) and our ability in the past to generate a lot of grant dollars. She said she believes there has been a significant reduction in our grant writing and receiving new dollars even though they would be specifically used in areas other than the General Fund, and asked if this is something we are currently looking into to boost those amounts? Mr. Lee said it would be a benefit because of those expenditures that are being picked up in the General Fund as opposed to having grant funds to pay them. Dr. Dawkins explained that we are aware that there are some dollars there, but the board should also be aware that many of the discretionary type grants have been blocked into some of the airtight pockets of money at the Federal level. Caddo, however, is stepping up its vigilance in this area, and Dr. Robinson is keeping an eye out for those opportunities on the state and local level. Ms. Priest said she believes there are some great opportunities at the Federal level. Mr. Lee added that once you get past the three big Federal funds – Title 1, IDEA and in the past, Title II, many are state grants and many have been cut or changed and is part of the reduction we see.

Ms. Priest noted the many businesses in the past that have come before the board for waivers on taxes and asked how this negatively affects the district. Mr. Lee reminded the board of information sent to the board last year from a company requesting a tax exemption and in the short term, and the definite effect depending on the amount of property taxes the company is paying. He said it also has offsets, because if that company leaves town, it will all be lost; but in a tax exempt situation, we lose a part of it for five to ten years only on new construction.

Mrs. Bell asked the superintendent and attorney why it is so hard to get information about the charter schools when Caddo has to release information on our district? She also asked what procedure would need to be followed to obtain information on the charter schools? She said she doesn't believe it is fair. Mr. Abrams said it is certainly public information, but the question is will you get it directly from the State Department or from the charter school. Mrs. Bell said she does not want anything from Linwood or Linear, but she wants the information from the State Department just as they passed out Caddo's information at a state meeting.

Mr. Riall asked Mr. Lee what is our total indebtedness at this time. Mr. Lee reported \$100 million in General Obligation bonds, \$19 million in QSCB for a total of approximately \$120 million. Mr. Riall asked again how much debt can the school district assume? Mr. Lee reported the total debt capacity is approximately \$600 million and you reduce that by the amount for General Obligation bonds. Mr. Riall asked Mr. Lee if he anticipates the district having to go into additional debt in the next few years in order to break even. Mr. Lee explained that these are for special needs and do not go in the operating cost of the school system.

Mr. Riall stated that he believes CPSB receives approximately 50% from property taxes and asked what percentage does Caddo get from the city property taxes or do they pay these taxes? Mr. Lee responded that if they are in the city, they do pay taxes to the school board.

Mrs. Crawford asked about the board-approved item in November to give back money to the Caddo Parish Commission. Mr. Lee stated he did not recall, but believes it was for roads.

ESTABLISH THE AGENDA FOR JANUARY 18, 2011 CPSB MEETING

Superintendent Dawkins highlighted items for the board's consideration at the January 18, 2011 CPSB meeting and the following discussion ensued.

Approval of Legal Services, Dale Cox Individually. Mr. Abrams explained that Dale Cox is a long-term attorney for the CPSB and recently announced he will be leaving partnership in the firm of Bradley, Murchison to work with the Caddo Parish District Attorney. The firm is asking if the CPSB wishes to continue with Bradley, Murchison or allow the files to follow Dale Cox. Mr. Abrams said he notified them that the CPSB would meet and make that decision, but his recommendation will be that Mr. Cox continue to handle the work of the CPSB, because (1) he is an excellent attorney, and (2) we have invested a lot of time and effort in those particular cases, and he doesn't want him to stop working on them. He further stated that he advised them that an RFP for legal services is being advertised and if their firm desires to continue to do work for the CPSB, they are free to submit a proposal at the appropriate time.

Mr. Rachal asked if we will only continue using Mr. Cox until he completes work on the files he currently is working on? Mr. Abrams said it is recommendation that if any new files come up, we will continue to use him. He said he has been one of the CPSB attorneys for 15-20 years and is a very experienced, efficient attorney. He said if the board desires, he will prepare the motion allowing him to take these files and continue to be an attorney on assignment as has been in the past, and he would like to continue to use him until the RFP process is complete. Mr. Rachal asked if there is a conflict with him working with the DA's office? Mr. Abrams said it is not because the District Attorneys are typically allowed to have their own practice. He further added that if there was a case where the District Attorney had something adverse to the CPSB, he would not be able to assign it to him. The current cases Mr. Cox is working on include personal injury, student claims of injury, etc.

Student of the Year Program. Mr. Hooks said he has met with staff and Dr. Dawkins added that a team of staff members representing counselors, teachers, administrative, etc. will meet to review the student of the year process and determine a way to account for the numbers. He said the teacher part of the process has been around for some time, but there have been objections, so it will be completely reviewed and a recommendation brought to the board. Mr. Hooks said he will postpone this item until there is something to bring back to the board.

ADDITIONS

Mr. Hooks asked about discussion in the November 16th board meeting regarding the compensation study. Mrs. Armstrong explained that she believes what was requested was a review of the compensation study. Mr. Hooks asked if it is postponed until January, and Mrs. Armstrong said it was postponed until the first of the year. Mr. Hooks requested that this item be on the January 18th meeting agenda. Mrs. Armstrong asked if it is feasible to have this discussion begin on January 18. Dr. Dawkins stated that he prefers to have it in the work session setting prior to the board acting on it. Mrs. Armstrong said with what is being done with the financial statements and other information being discussed, she would recommend that it be on the agenda for the February work session. Mr. Hooks concurred.

Mr. Hooks stated that he has the names for the superintendent for the autism training.

Mr. Hooks also asked that Oil City Staff Conflict be added to the agenda. Ms. Priest asked Mr. Hooks to place this on his request sheet. Mr. Hooks said he is hesitant to place it on a request form, because he doesn't get the requested information. Dr. Dawkins asked Mr. Hooks to let him know if he doesn't get his answer and he will follow up.

Mrs. Crawford asked if the compensation study is on the agenda. Ms. Priest said no, but it will be added to the February agenda for discussion at the work session in February.

Mr. Burton inquired about the information he has previously requested for BTW.

Ms. Trammel asked what is being reviewed in the review of the compensation study. Ms. Priest said the superintendent will bring this information to the board ahead of time to review in February.

Mr. Hooks asked if this will be on the February meeting (compensation study)? Ms. Priest said staff will bring the information at the February work session.

CONFIRM THE CONSENT AGENDA

Ms. Priest announced that items 7.01 and 8.01 are the consent agenda. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the January 18, 2011 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover, employee, asked if Mrs. Armstrong did not delay the conversation on the compensation study until January and is the board now saying that it is not prepared to discuss it because it didn't receive adequate information, which again puts off the support employees because no one is addressing the issue that has continually been brought before the board? Why is the board giving this more time when a time constraint was placed on it? Ms. Priest reminded Ms. Glover that the board does not respond at this time, but the superintendent will provide her with an answer. Ms. Glover asked Mr. Lee about the reference to industry standards and what is the industry standard percentage for the designated funds? She also wants to know if there are emergency funds in the designated and undesignated funds.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, brought to the board's attention an issue with the block scheduling that they would like reviewed prior to entering the second semester to alter the floating Monday. Ms. Lansdale also asked the board to review teachers being asked to pull all the books from students prior to midterms in order to bar code them. She said she has never heard of this and this does not send a good message.

ANNOUNCEMENTS

As a point of information, Mrs. Crawley reminded the board about those employees who brought the concern and request relative to the AB block (Monday rotation).

Ms. Priest announced that the Intergovernmental Meeting is Friday, January 7th at 11:30 in the Sky Box at Independence Stadium.

Ms. Priest also announced that information is at the new board members' stations (Mr. Hooks, Miss Green and Ms. Trammel) regarding the orientation meeting in Baton Rouge on January 12.

Adjournment. *Mr. Riall moved to adjourn, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:50 p.m.*

January 6, 2011

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 Thursday, January 6, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mrs. Crawley led the prayer and Pledge of Allegiance.

President Priest announced that today's meeting is the first of three scheduled work sessions on the Vision 2020 Plan with additional meetings scheduled for Tuesday, January 11th at 11:30 a.m. and Thursday, January 13th at 4:30 p.m. She also announced that there is the possibility of additional meetings as needed. President Priest stated that there will be no recommendations brought at tonight's meeting nor will there be any recommendations made to the board until all questions have been answered and all legal and policy related issues addressed. Ms. Priest announced that index cards are available on the sign in tables for those who have questions.

Ms. Larissa Brown, chief planner with Goody Clancy, shared with the board information on the Master Plan recently adopted by the Metropolitan Planning Commission. Ms. Brown explained that this was a process in which many public meetings were held and public surveys conducted to gain as much public input as possible. Things that people said they would like to see in the future included more development, direct and encourage more development inside the loop, revitalize downtown, those neighborhoods that have been challenged over the years in the inner city neighborhoods, and the desire to see the area become more "green" (parks, for example). Ms. Brown said two topics that are very much on everyone's mind are economic development and jobs (which relate to education). The four big themes highlighted were (1) grow smarter, which means to shape growth and direct it inside the loop; (2) celebrate the uniqueness of this area (importance of downtown, landscape of the area); (3) invest in people (education, workforce development, jobs, human capital); and (4) invest in place (physical development, i.e. infrastructure, transportation, zoning, higher quality development, etc.). Ms. Brown explained that the strategy for this plan is first economic development, setting goals and organizing better for attracting more jobs. When the jobs are there it will also be important to make sure the quality of life is where the people want to stay here, including the young people who grow up in the area.

Ms. Brown further explained that another aspect of education is what happens to school property in neighborhoods where school boards have made the difficult decision to close a school or dispose of property. She also stated the plan addresses structuring a system to where there is more community/neighborhood participation and communication when there is planning in different areas of the city. Ms. Brown stated that meetings were held with the superintendent regarding the Vision 2020 plan and it is hoped that in the future when the school board's process is complete and implementation begins that the two plans can be integrated.

Superintendent Dawkins stated that the school system looks forward to working with the MPC as well. He reported that feedback from the community meetings was shared with board members prior to Christmas; and prior to moving into discussion, it is important to revisit the legal and procedural rules and the process that the district operates under; because whether real or imagined, what has been heard in almost every meeting has been that much of what we are or are not is because of how these policies, laws and rules have been applied over the years. Dr. Dawkins stated that the focus for today's meeting will be student assignment policies and procedures, because these policies and legal requirements must be addressed before the Vision 2020 plan can be finalized. Planning for the future of the school district requires that everyone has a complete and consistent understanding of these policies, laws and procedures, down to the clear definition of terminology and complete understanding of their operational impact on our students, parents and neighborhoods. Dr. Dawkins announced that, as President Priest stated, several meetings have been scheduled over the next few weeks to address these important foundational questions and concerns, because it is important to be thorough and complete

on the policies that have brought the district this far and these policies may not be what defines the district's future.

Attorney Reginald Abrams shared with the board the legal basis of all listed policies and the Consent Decree, transfers, magnet school assignments and Choice and how the system currently operates under the current set of rules. Mr. Abrams began by sharing that the Consent Decree began in 1965 when the parents of seven Black children filed suit against the school board seeking desegregation of the Caddo Parish Public Schools, (*Jones v. CPSB*). He explained that the U. S. Government intervened as a plaintiff and in 1973 the District Court ordered the school board to implement a desegregation plan. In 1976, the school board filed a motion to have the school system declared unitary which means that we created a system where all the vestiges of slavery have gone away, and dismiss the original suit, but the Government opposed the motion. He further explained that in 1977, the District Court ruled that the school board had fully complied with the 1973 court order desegregation plan and declared the system unitary, and dismissed the suit against the school board. At this point, the U. S. Government filed a motion to amend the judgment that interrupted everything, and basically stated they would not let the court ruling stand. In the meantime, Mr. Abrams reported that the United States and the school board entered into negotiations which resulted in the 1981 Consent Decree and all the school system has to do in order to comply, to be released, is be declared unitary.

He explained that amongst this was the establishment of magnet schools; and magnet schools were not super schools, but were intended to attract Whites into Black neighborhoods, to schools subject to closure. The order states that magnet schools were established in order to enhance the quality of education and bring a greater degree of desegregation of the schools. He also noted what happened in other districts that did not establish magnets for this purpose, and that Caddo's flourished because people got behind these schools and placed programs in them with parental involvement.

Mr. Abrams also explained the M-M transfer established in the Consent Decree which allowed someone majority race (at a school) to transfer to a school where their race would be in the minority; and as a result, schools were desegregated through this process.

In 1990, Mr. Abrams reported the school board filed another order to say the school system complied with the Consent Decree; and this basically amounted to there was consent ordered and declared that the only areas Caddo had left to comply with were the M-M transfers, assignment of principals to schools, and the enhancement of programs in remaining one-race schools. Within this was a statement that actually terminated the Court's jurisdiction over the magnet schools; and during this time, partial unitary status was not available. When the order was written, the previous general counsel believed that in order to comply with the Consent Order you could not allow the school district to go backwards. Because of this, the district maintained the system in place relative to magnet schools in order to make sure the schools stayed 50-50 or at least within the ratio. The "Spirit of the Consent Decree" meant that the intent behind the Consent Decree was in order to desegregate we would maintain those processes. One of the processes used in the magnet school enrollment was a separate list for Black and a separate list for White students to enroll in the school. Within that there was basically a separate score for White students and a lesser score for Black students which was a discrepancy that was challenged twice and the Court ruled that it was an appropriate manner to use to maintain the "Spirit of the Consent Decree" and maintain balance at those schools.

In 2002, Mr. Abrams reminded the board that a young man whose cut-off score was higher than many minorities that got into Caddo Middle Magnet; and as a result he alleged there was a violation of racial discrimination. At the time, the District Court ruled in Caddo's favor and it was appealed to the 5th Circuit in 2005 with a ruling that the "Spirit of the Consent Decree" could no longer be used. Mr. Abrams stated that the nation has come a long way, and when looking at the administration at the time, now it is how will we deal with desegregation that has changed a lot. Attorney Abrams explained that at this time, the school board moved forward and changed its policies without using race at the magnet schools and only using diversity factors at the elementary level. He also said that the opinion from the Cavalier case stated that Caddo Parish was basically released and the only areas in which the court has control at this time are the

enhancements to the traditional one-race schools and the fact that the principals cannot be aligned to the race of the school.

Mr. Abrams said these are the only areas in which the Justice Department has control and the district has always been able to move forward and change lines, change schools, close schools with the question always being to the Justice Department whether they would mind the district moving forward and doing it without holding us out of compliance. In the last couple of years, the main thing to realize is when the court system is overseeing everything, the board's hands virtually are tied by telling you the Courts are taking over running the schools and that they do not care how the schools are run as long as race is not used as a base in making determinations.

Relative to policies, Mr. Abrams noted the M-M transfer which is imposed by the Federal Government and one that we cannot get out of, and once approved, a student can stay in that school until graduation unless the student gets in trouble. He added that hardship, curriculum, and medical transfers were also a part of the Consent Decree, but noted that these could have been used to get around desegregation. He said the district has maintained medical and hardship transfers; and he doesn't believe the Courts are real concerned about this area as long as there is not a substitute to try and racially segregate schools, and were put in the Consent Decree to keep people from getting around the rules and are important to the day-to-day function.

Mr. Abrams also explained the rule that is under returning to neighborhood schools for conduct violations; because if a student has four out-of-school suspensions in one school year that student will be kicked out of the magnet school and returned to the neighborhood school. It also states that if there are no problems for two full semesters, the student can apply to return on one of the possible transfers. In elementary, one of the first preferences is "sibling preference", which gives siblings first preference as long as they meet the bottom cutoff score for the school which could mean they will get in before students that score higher. The next criteria is based on test scores, followed by a diversity criteria (qualifying for free lunch, Medicaid, Chips, disadvantaged, homeless, Section 8 housing, Head Start). He added that the same criteria is followed for K-8 schools and middle schools using sibling first preference, followed by test scores without regard to race.

Attorney Abrams said the board also does not have control over Choice because once told you have to offer Choice for a school because the school they are attending has been named an Academically Unacceptable school, students can make the choice to attend another school that does not have the AU label. He explained that NCLB, of which this is a part, is their intent and No Child Left Behind's intention is to close a school. Choice is the main factor being imposed on the district by Federal law and it is the superintendent's goal to get out of Choice or close the school; and if the board makes a decision to close a school, the school is no longer in the equation. He re-highlighted that the statute that established Choice was designed to force students out of the schools labeled Academically Unacceptable and if they don't leave, to put more money in the schools and see if the schools standards can be raised.

Attorney Abrams reiterated that the sibling preference is not a rule that the board must keep, even though it may want to; and it does not have to keep magnet schools, but would probably want to keep them to avoid flight from the school. He also stated that M-M transfers must be kept in place unless the district gets the Justice Department to remove it from the Consent Decree, which he believes could be shown through the programs used to enhance Booker T. Washington. Another issue deals with the schools and identifying administrators with the school-population and he is uncertain that this is still the law or if the Justice Department would even oppose this.

Superintendent Dawkins added that moving forward with Vision 2020, the plan must be reflective of current and legally sound policies and practices and we will not create a plan that does not meet the legal requirements of the law.

President Priest announced that the process will be each board member will have the opportunity to ask two questions initially and then additional questions may be asked.

Mrs. Bell asked for clarification on a curriculum necessity transfer? Mr. Abrams responded that he did not say it was a mandate of the Consent Decree, but that within the mandated M-M transfer, they allowed that the district could continue to have curriculum necessity, medical necessity and hardship transfers. Mrs. Bell said she believes, if it is not part of the M-M transfer, it should be out. Mrs. Woodard explained that when this was voted in years ago, it was created because there may not have been a Chemistry teacher in North Caddo Parish and at that time, the district did not have Distance Learning, Virtual Learning, etc. She stated she hears that children attend Byrd because of this and she believes if every school offers the same subjects, there will not be a need for this type transfer. Mrs. Bell asked about the reference to the racial makeup of a school and if this is checked at least every 5-6 years? Mr. Abrams responded that it is checked every year.

Mrs. Armstrong noted that this has been touched on many times and asked Mr. Abrams if there would be a benefit in pursuing unitary status at this point, and if so, will we need to go through this process before we attack some of the other problems? Mr. Abrams responded that this is a question for the board and the community, because he believes the Justice Department will respond based on how everyone feels about it. At this time he doesn't believe being held under the three areas really matters a lot even though it did prior to Cavalier because of the dual list, a list based upon a test that has not been changed in a number of years. Since that happened, the test changed every year and the test scores are now the same among Blacks and Whites, with more parity among the scores. Mr. Abrams said at this time, he doesn't know if M-M transfers really matter a lot, but the only thing the district is being held to is the M-M transfers. The question is, is it worth getting the community's support to say we don't like what is going on in the schools and get the Justice Department stirred up to oppose it. If so, this could cost the district a large amount of money to litigate. Mrs. Armstrong stated that was her reason for asking the question about the benefit for filing unitary status and Mr. Abrams added he believes the past is behind us. Mrs. Armstrong asked if this will prevent the district from moving forward in this process? Mr. Abrams said he doesn't believe it will, but the potential is that someone could attempt to make a claim; even though the last time this was done, the Courts ruled the Justice Department said it could protect everyone which is what happened in 2000 when people filed for it to stop, and the Justice Department said they could not and threw out the case.

With the makeup of the board and its power and ability to make decisions equally, Mr. Abrams said this will go a long way in how the district is operated in the future. Mrs. Armstrong asked if it is the attorney's opinion that the board should leave this issue alone? Mr. Abrams said the last time it came up, staff asked but they were slow to respond. Mrs. Armstrong stated that is fine because it will not inhibit the board from doing anything it might choose to do in this process the district is following at this time. Mr. Abrams stated as long as we are not doing anything based on race or anyone alleges that what we are doing is based upon racial makeup at a school.

Mr. Rachal stated he believes he has a little better idea of the process we must follow to envision the Vision 2020 plan. He also expressed his thanks to Superintendent Dawkins for having the guts to delve into it and address it publicly. He noted that sometimes money is not always the answer and he is asking his questions because the school in his district is losing 400-600 students to the magnet program, and he would like to know how the magnet schools are hurting the neighborhood schools. Mr. Rachal asked what affect are the magnet schools having on the neighborhood schools, what is the impact? Mrs. Woodard responded that staff has been running the data and will provide the detailed information to the board as soon as it is compiled. She added that we are really pulling more from the private sector than from the other public schools and finding that in neighborhoods with a large number applying to Caddo Middle Magnet, for example, that if they go into Middle Magnet – fine, but if they don't go in, they are going private. She said she believes we are pulling approximately 8-10% of the students from University to test for magnet and maybe 10% of them get in. Mrs. Woodard added that she doesn't believe the impact is as great as the talk, but more solid numbers will be coming in the next few days.

Mr. Rachal said it seems as though removing a child from magnet and putting them back in the neighborhood school is punishment and he doesn't want this viewed as punishment, but that getting into a magnet school is a privilege and is a loss of that privilege if placed back in the neighborhood school. He asked how many M-M transfers are there? What affect do they have on the schools? What is the cost? What are the positive impacts vs. the negative impacts of being declared unitary or being removed from the Consent Decree? He said he is looking for this information from a benefit analysis basis, because he believes there could be some negative impacts and he would like to know this before moving forward.

Miss Green asked Mr. Abrams to clarify further the discipline policy for magnet schools. Mr. Abrams responded that if any student in a magnet school has four out-of-school suspensions, they will be eliminated from that magnet program and returned to their neighborhood school. He further explained that the board imposed this approximately two years ago that students have this as a privilege and this is a penalty provision to make sure they act right. He said it also includes expulsions from magnet schools and students could go back to the magnet school, because within the contract, the principal can allow students to stay or not. Miss Green asked what policy applies to the neighborhood school. Mr. Abrams explained that the discipline policy is followed and four out-of-school suspensions mean they are sent to an alternative school.

Mrs. Crawford asked about Choice and M-M transfers and the list of schools that qualify and the overcrowding issues at schools such as University and Walnut Hill. She asked if there is a limit as to what a school can take relative to the transfers? Mr. Abrams explained that the statute under Choice does not allow for capacity as a defense. If you run out of capacity, they allow for the district to contract with charters, other school districts, etc. with the intent to eliminate the school that is not performing. In Caddo there are some schools that were a lot larger than they once were and if we go down the capacity issue, we have to refer to real capacity. Kathy Gallant shared with the board information on School Choice and the Federal Regulations. Relative to capacity, she explained that it basically says they don't care if we don't believe we have the physical capacity, because it states that students enrolled in an AU school must be given a Choice transfer and they even offer possibilities for districts who do not believe they have the physical capacity.

Mrs. Crawford requested clarification on homeless students and that a child living with their grandparents and considered homeless, does not have to change schools if they move back to their parents' house. Mrs. Woodard explained that homeless is Federal and their guidelines are very strange and strict; but a child considered homeless could be living with a grandparent and if the grandparent moves, the child moves with them and they may choose to keep the child in their previous school. Mrs. Parker responded that if a parent wants their child to return to their school of origin, they have that right and the district is obligated to provide the necessary means to get the child to that school. Mr. Abrams further explained that they do not want the stigma of "homeless" so they do everything possible to accommodate that student and family.

Mr. Riall asked Mr. Abrams about the student handbook and the section on schools that qualify for M-M transfers and noted the fact that the schools listed are those set up to receive Black children into predominantly White schools. He asked if there are any schools set up to receive the reverse? Mr. Abrams said there is supposed to be and it so states for minority races and there should be one going in the opposite direction. Mr. Riall asked Mr. Abrams if he understands that when the magnet program was established that it was established as part of the Consent Decree also? Mr. Abrams responded that is correct. Mr. Riall asked about principals and staffs being required to recruit aggressively to bring students into that magnet area? Mr. Abrams said that was correct. Without totally doing away with magnet schools, Mr. Riall asked if it is possible that the board could change the recruiting policy? Mr. Abrams said that is possible because the magnet schools have been released from the Consent Decree and the board can make that decision.

Mr. Hooks asked Mr. Abrams if there is a policy for schools that says you can't have all White administrators and staff, or all Black administrators and staff at a school? Mr.

Abrams said there is not; and referencing when this began, it was part of the Consent Decree and you could not identify a school as being one race. They thought the best thing to do then was to mix the administrators up and he doesn't know that this is a point any more, mainly because of how things have changed since 1965 and how people are identified. He said we do not use that criteria in selecting administrators, but we use a race-neutral process, and the board changed the policy last year on how this is done to make sure race does not enter the picture. Mr. Hooks stated that the district might not discuss race, but it sure is a problem and asked why do we have White principals from North Highlands to the Texas line and no Blacks? Mr. Abrams responded that the process utilized for applying for jobs and positions is race neutral and is not a part of the application process, nor is it an appropriate question to ask anyone when they are interviewing for any job. At this point, Mr. Abrams said he believes our biggest argument with the Justice Department is that we have minority administrators making decisions from the superintendent down. Mr. Hooks said he believes the members of the interview committee know.

Mr. Ramsey asked Mr. Abrams if we should pursue release from the Consent Decree, because it appears that recent rulings would be a plus and another argument would be how this administration has handled the AU school situation with the budget incorporated and put into place for these 10 schools, along with the enhancement of Booker T. Washington. Mr. Ramsey also referenced the diverse magnet program at Southwood that began with 40 students and 16 students graduated in the first class. Because of this, he doesn't understand why the hesitation. He said he doesn't believe there are that many M-M transfers, because the implementation of the Caddo Plan has taken care of those. He asked if these are not all good points for moving in that direction to eliminate this? Mr. Abrams said in a vacuum, he would say yes; but in the community, he doesn't know and is a decision the board will need to make. As an attorney, he believes the district has a very good chance based upon what has been done in the amount of time it has taken. He reminded the board that a lot of local persons brought the initial action and may be a good place to start. He said he doesn't believe the Consent Decree provides any benefits to minorities getting into schools they may have had difficulty getting into before and we are seeing testing procedures that show them equal across the board and this is the only advantage he saw since he has been board counsel to having the Consent Decree in place.

Mr. Ramsey referenced unitary status in the documentation shared with the board and the use of the term dual and that document resulting from the Cavalier case has brought the elementary and middle magnet programs into a new status, because we do have more diversity than we have ever had. Mr. Abrams shared his agreement and stated that the testing prior to Cavalier was not fair testing, but after the Cavalier case and the determination as to how testing was done and the modifications, it is now fair across the district, and discrepancy between scores of those taking the test is not seen. Mr. Ramsey also asked the superintendent if there is something we can do relative to policies to place a cap on those programs that are not pure magnet? The superintendent responded that is the reason for this process and he believes from this will come some policy changes since he will not bring a plan to the board without considering what has been discussed. Mr. Ramsey said he doesn't believe the magnet schools are the problem for his schools, but it is the curriculum transfers.

Mrs. Crawley stated that in theory she agrees with No Child Left Behind because no child should be left in a school that is not meeting his/her educational need. She asked if it is possible with Choice to create new schools with separate faculties within the physical site of the school identified for school improvement, corrective action or restructuring (Choice Academies within AU schools)? Dr. Dawkins responded that it is possible to have schools within schools and is an option to be explored. Mrs. Crawley stated that Choice really affects both schools, the school the child leaves by limiting programs because of the reduced enrollment and the school they transfer to because of the overcrowding situations. Mr. Abrams reminded the board that this does not eliminate Choice, and Mrs. Crawley asked don't we assign the students? Mr. Abrams said we do not, but they are given options. Kathy Gallant explained that Federal Law states we must offer the students at least two choices. She added staff has looked at this option in the past and the con is you must have a separate administration and separate faculty, so when you talk about being able to keep a music program, this doesn't keep the program there,

because the school's students would not be able to attend any of the classes the Choice students attend. It has to be a totally separate school within the school and no bleeding over. Mrs. Crawley asked if these programs could be after-school programs? Dr. Dawkins responded that these are the implications that must be looked at when trying to establish a separate school. Mrs. Crawley asked the superintendent if he or any staff members are familiar with an open enrollment policy district wide? Dr. Dawkins stated that this is done in Seattle and when it gets to a capacity issue, it becomes an issue of where to place the remaining students, which can result in some interesting dynamics. Mrs. Crawley stated if we looked at something like this, then Choice might be taken care of. Mr. Abrams informed the board that Seattle has had a lot of litigation over this issue.

Mrs. Trammel stated that in 1965 the school system began with this change and since that time a lot of magnet components have been put into place and she asked how is a magnet component measured to determine if it is working? She cited the example of the magnet component at Booker T. Washington (telecommunications) and why this has not attracted more students? Mrs. Gunn stated that when options are offered to parents, they choose which one they want and is something we don't have control over. Mrs. Trammel asked for clarification on the tool used to measure a magnet component's success. Mrs. Gunn responded that she does not believe a thorough evaluation of these programs has been done. Dr. Dawkins stated that in his review of the information, he believes there is an inconsistency in the entry requirements and this is an opportunity to also look at this for a formal evaluation. Mrs. Trammel also asked since households are in these districts, where are the students (BTW and Woodlawn)? Dr. Dawkins responded that because of the options for students to attend schools outside of their neighborhood school, students from these districts are attending schools all over the parish.

Ms. Priest directed her question to the board, asking if we, as a board, are prepared to work with LSBA and our Congressional Delegation to repeal No Child Left Behind; because if this repeal occurs, then Choice would go away. Ms. Priest also inquired about the curriculum transfer and asked that all curricula in the high schools be evaluated to help eliminate this transfer, especially when they are requested for basic courses. Dr. Dawkins responded that it is the desire that all children have available to them all courses available at other schools, and we have the use of technology to make this happen; and there should not be a high school in the district that is not offering a comprehensive set of courses at every level.

Kevin Fortson, visitor, thanked the board for a job well done, but concerning the Vision 2020 plan, he believes everyone's comments and concerns have been recorded; however they still feel like the board is hearing, but not listening. He said it is believed that the community meetings were held to give the appearance that they have a voice and the board is concerned, when they really don't have a voice. Mr. Fortson said they need to be heard and their emotions not suppressed. He said if the board is hearing, then board members will vote the voice and cry of the constituents, and the children and families of Mooretown, Queensborough, Lakeside and the MLK area that have been strategically neglected long enough. Mr. Fortson said if the board uses its vote to offline, close, tear down or destroy any of the taxpayers' property in these communities, then they expect no less than state-of-the-art technology, technologically advanced, and the best teachers Caddo Parish has to offer with pay incentives to attract them. Stating that attending a magnet school is a privilege, he believes that privilege is the foundation for segregation. Mr. Fortson also shared his problem in trying to get his children enrolled in the public schools from a private school and the fact that even though he lives down the street from Judson, his children cannot attend Judson. He also stated that in the attorney's description of the magnet process and the intent to draw White students into Black communities, he believes the district made a mistake by putting magnets in every school.

Brenda O'Brock, visitor, encouraged the board to be careful in the Vision 2020 plan to not run any more citizens out of Caddo Parish. She stated that when working in the Bossier Parish School System she realized the number of people that leave Caddo and go to Bossier, and her belief that the district is shrinking because things (electives) were requested, but denied. She asked the board to keep its eyes open, to do the research and listen to the people who are attempting to lift the schools that are failing. Regarding Vision 2020, she noted comments from Ms. Brown with MPC about the need to invest in

people and encouraged the board to do so and not invest in buildings. She reminded the board that many of Caddo's schools do not have the books they need, the supplies they need, many students come to school hungry and asked how the board believe that \$700 million in new buildings will fix this. She encouraged the board to do great things with what we have.

Mrs. Bell asked someone to explain a hardship transfer? Ms. Everett explained that when someone requests a hardship transfer, staff takes all diligence in determining the ability of the hardship. She said hardship requests usually apply for younger children, for parents needing their child to be closer to their work, or because a parent's work schedule means they must depend on someone that may live in another school zone or a day care to provide childcare before and after school. Mrs. Bell said she realizes we can't do anything about M-M transfers, but asked if it is possible to remove hardship and curriculum necessity transfers in an effort to return some of the students to neighborhood schools?

Mrs. Crawley asked about the possibility of those living within a certain radius of a magnet neighborhood school being able to test for entry the same as siblings?

Mr. Hooks stated that he did not get an answer to his first question relative to why there are all White principals from North Highlands north to the Texas line. Dr. Dawkins stated that Mr. Abrams responded to the legal aspect and that race is not a factor in deciding on principals; and while he has not had occasion to assign principals in those schools, he assured them that he is looking for the best principals for a fit. Mr. Hooks asked if he understands that the superintendent doesn't have any qualified Blacks? Dr. Dawkins said he did not say that, but that he is looking for excellent principals. Mr. Hooks asked about the assignment at Blanchard, and Dr. Dawkins said yes and he believes the best candidate was placed there. Mr. Hooks asked if racism is the biggest issue for why we have Vision 2020? Dr. Dawkins responded that the information is the school district's history and all the remedies that have brought the district to where it is now. He said the system is a majority African-American school district and Vision 2020 is an attempt to give every child a quality education.

Mrs. Crawford stated that she believes BTW has the same problems as Broadmoor Middle Lab, and that is perception of not being safe and not able to get a good education. Mrs. Crawford asked how we can change the perception in the schools and cited the success at Mooretown and Oak Park?

Mr. Rachal asked about the possibility of routing magnet students' scores back to their neighborhood schools; and if this is possible, what would be the impact? Mrs. Woodard explained that the accountability commission originally established that the district could decide to make a school routing or not when this began in 1997. After 10 years, it could change and in 2007-2008, a district decided it would route the scores from the magnets back to the neighborhood schools. Because BESE believed this was an effort to circumvent the accountability system, BESE changed the guidelines stating that magnet school scores could not be routed anywhere. Mr. Rachal asked if we could find out what the impact would be, if any, on our neighborhood schools. Mrs. Woodard said it can be done, but it will require some extensive calculations that may take weeks to complete. Mr. Rachal asked that a summary be put together of all the questions and responses of board members.

Mrs. Armstrong addressed why we have hardship and curriculum transfers in place. She shared the example of Huntington's Law Magnet component that includes a court room and a law library; and if she understands what is being said, the same would need to be in every high school if a curriculum transfer to Huntington is disallowed. She said the same is true for the Engineering Magnet Component at Captain Shreve. Mrs. Armstrong also said if we do away with hardship transfers, it will create a hardship for some parents relative to before and after school child care.

Mr. Hooks stated he accepts the profound answer given by the Superintendent; but given the fact that we are being asked to keep BTW and close Fair Park when the community

and alumni support sending their children to Fair Park and BTW seems to be lacking, he wants to know how we can get Whites to buy into Black non-magnet schools?

Mr. Ramsey asked what are we going to do to address the competition we have, i.e. private schools offering leadership scholarships? He believes virtual classrooms are an answer if we don't address the product we are offering our schools. Dr. Dawkins responded that part of Vision 2020 is to enhance the educational programs and the goal has to be to make all our schools great schools. He said the curriculum has to be strong, the environment has to be safe, the staff has to be top-notch and we have to do a better job of selling what we have. Mr. Ramsey added that he doesn't believe dismantling the magnet program is how to do this and asked if the superintendent has any plan to do so? The superintendent stated that he has no plans to dismantle the magnet program.

Ms. Priest asked about M-M transfers and that we provide transportation only when they transfer to the school closest to their current attendance zone. She asked if we are adhering to this transportation clause, because she believes not. Dr. Dawkins stated that transportation is another huge part of this along with the policies that dictate transportation as well as laws and the practices that we have put into place. Ms. Priest also addressed the marketing and perception of our neighborhood schools and asked about plans to improve and increase the marketing of all schools, because neighborhood schools are not adequately marketed as it relates to curriculum, conflict resolutions, etc. She said it is not the school's responsibility on a day-to-day basis to market their school. Dr. Dawkins responded that staff will share with the board the marketing plan.

Ms. Priest thanked everyone for coming and announced that two additional meetings are scheduled, with the possibility of more being scheduled. She also asked if anyone filled out an index card with questions to please turn it in so staff can respond.

The meeting adjourned at 7:07 p.m.

January 11, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:30 a.m. on Tuesday, January 11, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Curtis Hooks, Mary Trammel, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

President Priest announced that today's meeting is an opportunity to continue dialogue that began last week on Vision 2020 and there will also be a time for visitors to make comments relative to the Vision 2020 plan.

Dr. Dawkins stated that these meetings were scheduled to have necessary dialogue on last week's overview of policy issues as well as the packet information shared before Christmas on input from the community forums held in the fall. He announced that staff is still working on questions and issues raised last week, because these are legal, policy and procedural issues and will bring answers and additional information to the board.

Mrs. Bell reiterated her comments about the hardship transfers and she wants to really look at the reasons for requesting hardship transfers and see if those requesting them are not doing so just because they like that particular school rather than a legitimate hardship reason. She said the same is true for curriculum necessity; and if we are going to make everything equal (what is needed in order for a student to graduate), we need to make sure that the main courses are taught in every elementary, middle and high school. Mrs. Bell stated that it's also important for the employees to feel good about their school and not talk negatively about their school. She said she believes academics will push Vision 2020 and we must make sure the curricula are the same. Mrs. Bell asked staff how many students actually live in each School Board Member's District? Dr. Dawkins responded that staff had this discussion this morning and hopes to more definitively determine the number of students that attend Caddo schools, those who don't and attempt to track those students in each district relative to the attendance they live in and where they attend school. He said in the past, the district has not had the best system to determine this information; however, the district is moving in that direction.

Mrs. Crawford asked for clarification and that she understood that every school had the basics, i.e. English, Math, Sciences. She said when Northwood wanted to offer Algebra II or Geometry to a minimum number of students requesting it, it was done through Distance Learning through Byrd High School and students were even able to interact with the other students during the class time. She said she believes this was a successful program and asked if staff could explain. She also asked about the academic plan and if the superintendent would be weaving it back into the Vision 2020 plan? Dr. Dawkins said the academics portion is part of his work and will certainly be a part of whatever final recommendation is brought to the board relative to Vision 2020.

Mr. Hooks asked Superintendent Dawkins how he, being here less than three years, can justify coming to Shreveport to close schools, destroy communities, bring persons from out of state and pay them more money than employees that have worked in the system for 30 or more years, inflict pay cuts and demote principals that have dedicated themselves to Caddo and ask these same people to support the Vision 2020 plan? Superintendent Dawkins said he was brought to Shreveport by the Board of Education to do the work to improve the school district, and steps have been taken to begin to do that. He said we will ultimately find out whether or not the board approves this plan.

Miss Green asked about the schools taken over by the state and how long before we can try to get them back? Dr. Dawkins explained that according to state law, it is a five-year process, but the state has recently implemented new rules as to how this process will happen which includes petitioning by the school board and/or outside entities to get the schools back.

Mr. Riall asked the superintendent about the information in the packet that before we can address specifics relative to Vision 2020 it is necessary to address certain policies. He asked if at this time the board is only talking about the needed changes to policies relative to hardship, curriculum necessity, Choice, and magnet schools or is the board about to make plans for changes? Dr. Dawkins explained that the board is being asked to look at the laws, policies and

procedures because whatever Vision 2020 plan might be adopted, it is important for the board to understand what we currently have since the system has been built on a series of laws and policies and he wants to make sure everyone has a clear understanding about all the aspects being discussed. He said staff will take the board's questions and begin to either shape new policies, revise existing policies, address legal challenges if the district keeps the Consent Decree in place because we cannot create something that is counter to the policies and the laws in place.

Mr. Ramsey asked Superintendent Dawkins to look at some additional plans for tracking high school over age students, because at this time the state has given a directive that these students be placed in high school and many are three, four or even five years behind. He is concerned that we are not providing the skill training for these students who may never go to college. He stated he desires to get these students exposed to a curriculum that will offer them the opportunity to earn a living. When it comes to capacity, is this on the table? Dr. Dawkins said it is correct that we have over-age students and steps have been taken to address these students even though we have not adequately addressed the skill training for those that may need this avenue. He said this is on the table not only for high schools, but middle schools as well; and while we have made some progress, it is necessary and important that we make more progress.

Ms. Priest stated that the current policies and practices in place definitely need to be addressed and/or changed relative to academics and Vision 2020. She said that Policy JECC is one of those policies because she believes this policy basically sets neighborhood schools up for failure. Ms. Priest also asked how can we address a practice that has been in place so long that it has become the norm so that employees in Caddo Parish go to schools and positions where there is a vacancy. She said she believes administration needs to address this or either the board needs to put a policy in place that states this. Dr. Dawkins stated that in review of policies there are those that have been around so long that they have outlived their usefulness and there are also some practices that we impose on ourselves that result in these situations.

Mrs. Crawford asked about the movement of students from one school to another and how this takes place and the effect it has on the neighborhood schools, i.e. 377 children that live in Broadmoor Middle School district, not counting private schools, that attend Youree Drive or Caddo Middle Magnet. She said she has found that students may show up one day with what is needed to prove they live in a certain district and when told they do not live in the school's attendance zone, they return the next day as "homeless" and another set of rules governs "homeless". While she is not saying the Attendance Department is breaking rules, it seems like if one way doesn't work, people are using every possible way until they get it to work. Mrs. Crawford said she believes it is necessary to look at ways to strengthen the rules and practices that will keep our schools healthy and she asked how can we do this? Dr. Dawkins said the goal should be to have a great school in every neighborhood and given that, we must determine what is needed to address the issue of neighborhood schools, maybe even redefining what is a neighborhood school, because many people have different notions as to what a neighborhood school is. Dr. Dawkins said the board will need to make new policies on how the movement of students occurs and the fact that it may be different and is part of the challenge as a school district. Dr. Dawkins stated that from the discussion, he is hearing loud and clear that something is not working to strengthen neighborhood schools and when the whole packet is put together, he believes some of the suggestions will be seen. Mrs. Crawford stated we do have a very successful high school level career center and asked that a good program for one school that will help students obtain a GED and also incorporate several internship type training programs so we know we are training students within their boundaries. She also commented on the question to the superintendent by another board member and explained that when the board hired Superintendent Dawkins they had several characteristics they considered and the ability to make change was one of them. She said it was after Dr. Dawkins came to Caddo that the State Superintendent imposed new rules for the superintendents to work under. Mrs. Crawford said the board was charged to pick someone that would be able to make the necessary changes and felt it important to look outside the district and avoid someone in the district from having to make difficult decisions that might affect someone they had been friends with a long time. She said Caddo also needed someone that could make the changes mandated by the State and Federal Government which have not been easy and were very stressful.

Mr. Riall asked the superintendent about the state-approved alternate curriculum for students who were not planning to attend college. He said he believes the first year we had the option to opt out, but asked if a decision has been made to incorporate this program into our curriculum?

Mrs. Turner responded that we are currently working on some of these options with the building principals in terms of incorporating it into the curriculum. She further explained there is a process that must be followed and staff can share this information with the board. Mr. Riall asked staff how long will it be before the process is fully operational? Mrs. Turner explained that staff has identified and met with students who would qualify for the Career Diploma, but that is an option that students must agree to. At the state level, she further explained that we are still looking at additional pieces that need to be in place to make it really workable for our students.

Mr. Hooks responded to Mrs. Crawford's comment and that he is well aware of the fact why the board chose Dr. Dawkins, but he is concerned because he has been in the system for 34 years and he looks around and sees those who qualify for the positions and someone else is put into those positions. He also stated that given the information he received last week, it seems we are putting the cart before the horse; and with him being strictly academics, we need to find out where we are headed five to 10 years from now. Mr. Hooks shared with the board the superintendent's response to his request of how many AU schools did Caddo have in 2008, 2009 and 2010 and how many have remained as AU in 2010, sharing that there were six schools that were consistently labeled Academically Unacceptable and now Caddo has 11 schools. Mr. Hooks asked what will happen if Vision 2020 is approved and we build new schools, and enhance and add on to old schools, and the state takes over? Dr. Dawkins agreed with Mr. Hooks comment that we need to address the academic needs of our students and much sooner than in five years. He also explained that he will not bring a recommendation that does not include what we will continue to do with academic improvement, and all of the AU schools have shown gain, but not as much as we would like. Dr. Dawkins said he also is anxious to bring these schools out of AU status; however, the district will be faced with additional challenges when the SPS score is raised next year and the year following so we will need to raise our efforts and scores as well. He added if the state comes in and takes over additional schools, he believes it will be done based on criteria the state used before; but if we are doing what we are supposed to do, then we minimize the numbers. He reminded the board that while we could have lost 11 of our schools, we only lost two, and we continue to keep our focus on all of our schools. Mr. Hooks stated he is concerned that the money is not going into academics but into facilities and compensation studies. Dr. Dawkins explained that approximately 76% of the district's monies goes into academic support of our schools, and staff continues to drive these funds into the classroom. He said while the facilities study is a part of Vision 2020, nothing will be recommended to the board that would put anything above or before the academic needs of the students. Mr. Hooks said that it may be part of the study, but it did cost the district quite a bit, and Dr. Dawkins said it did cost approximately \$1 million, but the district did not have any information on the facilities and this data was needed.

Ms. Trammel asked if there is a projected budget for the Vision 2020 plan? Dr. Dawkins responded that there is a ballpark number that has been used, but before a final recommendation, this number will be given to the board. Ms. Trammel referenced the suggestions submitted by the MPC representative relative to revitalizing the inner city and the need to restructure the schools and land in the inner city; and she asked what will we do if the schools are closed and the community dies, what will happen at that time? Dr. Dawkins explained that as part of the plan involving facilities, staff will present to the board some options to address buildings no longer in use, because the district currently has approximately five buildings that stand empty with no plans to do anything with them.

Mrs. Bell asked Ms. Priest to clarify whether or not the Vision 2020 Plan was implemented to evaluate needed change and when asking if we are doing what we should be doing, she believes evaluating the building is essential, because it is difficult to teach in cold buildings, and the same is true for academics in that it is hard for students to learn in cold buildings. Ms. Priest responded that the purpose of Vision 2020, as any municipality or governmental entity or business, is to periodically assess and inventory what you have in place, and based on the study, determine the direction you will go in the future. With Vision 2020 the district understands that with the growth factor not being there and we have unoccupied facilities, some facilities are at capacity and some are not. At this time, the district is at approximately 10,000 students less than what it was built on. All (facilities, academics, cost, conditions, etc.) aspects must be looked at so the community and the board can move forward. At this time there is nothing set in stone and it will be the board and the community to say what they want and come up with a solution based on the final recommendations brought to the board. Mrs. Bell thanked Ms. Priest for the

explanation and asked staff to look at placing vocational plans back in all middle schools. She said she believes the Career Center is great, but there is a need for another one somewhere in the district that will take in over-age students and those not interested in attending college, and also offer these students the courses they need to finish high school or get their GED.

Mrs. Armstrong agreed with Mrs. Bell and asked that consideration be given to a union apprenticeship for vocational credit recovery as she believes this will be a way in which we can help train students who might become dropouts without some type of direction. She also suggested that rather than transporting these students, she agrees with opening a facility where these students could attend all day and get their academics and when appropriate, incorporate the students in a vocational field program. Mrs. Armstrong also addressed the perception of neighborhood schools and that often they are not perceived as having a quality program equal to another neighborhood school adjacent to them. She stated that some schools seem to have an open door policy and if you show up, they will take you and assist you in coming into their facility. She said if parents are doing whatever they need to do to get their child enrolled in a particular school based upon perception, she believes this could be a difficult problem to address. She added there is a need to do a more thorough investigation of the positive things in our schools and do a better job of communication throughout the district of these positives.

Mr. Ramsey stated that he has served on the board for eight years and everything he has heard in the last two meetings he has heard for the past eight years. He said he is also reminded of Board member Burton's statement at appropriate times that "it is time to fish or cut bait." Mr. Ramsey said he believes if we address the discipline and over-age issues, whether real or perceived, the neighborhood schools will be more acceptable. He said parents try to make the best decision possible for their children's education and if anyone reads the minutes for the past eight years, they would receive an education at its best. The cry for addressing the needs of the students falling behind, and the state's track to address these needs, has been the focus, and administrators and teachers in these schools will be charged with getting these students to grade level when they are walking into the school with zero credits, can't read and write, nor add and subtract. He said the answer is tough, but we can't keep doing the same thing and get different results, and he hopes that the many things being discussed and what will be done in the months to come will have an impact. Communication is a key component of the process and he only asks what are we going to do?

Ms. Priest stated that she reviewed the feedback from the community meetings; and in most of the 15 public meetings, equity was an issue. She believes that whether this perception is real or perceived, many would agree it is an issue that needs to be addressed. She asked the superintendent to bring to the board at one of the future meetings the top three to five things that can be done to address the equity factor. Ms. Priest stated that in her opinion it should not be necessary to have a curriculum transfer because a student should be able to get the academic curriculum they need to graduate in any of Caddo's high schools.

Ms. Green asked how many students are at Newton Smith and how many classrooms are needed to offer the students at Newton Smith a world class education?

Mr. Hooks referenced comments relative to career schools and that he is the one that initiated the middle school career school and reminded Mr. Ramsey that he voted to initiate this program and he wonders what is being done with this program today.

Mrs. Crawford stated that all board members are pretty much on the same page when it comes to attendance, transfers, and neighborhood schools, but she would like to know when will we move on to the real important next step in the process? Dr. Dawkins responded that staff presented the board with a lot of information and would like to exhaust all questions board members may have before moving forward.

Ms. Priest stated that Mr. Rachal also asked that a compilation be provided of all the questions and staff's responses and staff is in the process of doing this.

Mrs. Bell asked for clarification on the hard part, because she believes all of it to be hard? Mrs. Crawford responded that she believes the hard part will be when people are told schools will be combined, that attendance areas will be changed, etc.

Craig Lee, visitor, stated that he believes the core of the Vision 2020 plan is it should have been combined with the City's Master Plan. He said that in terms of the M-M transfers, Choice, hardship, and curriculum equity as noted by President Priest, he believes it is inequity and inequity did not begin, contrary to Attorney Abrams's comments, in 1965, but it began during slavery when it was illegal for Black people to read or write. With Caddo Parish Public Schools being a 70% Black School District, you have a lot of systematic designs within it, and now you are only getting to the issue of perception versus reality and inequities that actually exist. Mr. Lee said at the core of everything is also the word "value" and most of the perception is the schools (the Fair Parks, the Woodlawns, the Green Oaks) don't have the necessary value and unfortunately those who are making those affirmations are not even involved in these schools. He said he understands the difficult job the superintendent has and he will do what he can to help him in this area. He also corrected Attorney Abrams on the fact that at the core of the magnet school concept which initiated in the mid 60s, was stopping White flight from the neighborhood schools to private schools. He encouraged the board to keep the schools open.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, stated that she thought she heard some over simplification when discussing the policies that should be changed. She said whenever students decide to go to other schools, it is not the children or the teachers, but it is the parents who make that decision. She added the data presented shows parents want to know that they will be safe here, that there will be a disciplinary code of conduct and expectation, and standard of behavior regardless of their home life, and asked the board to not discipline teachers in these instances. She also stated that teachers do not get to decide where they will teach, because a recommendation comes from a principal before a teacher can teach at a school. Mrs. Lansdale also stated that if the board really wants equity, it should talk about what equity is; and if it means there is a standard of conduct for every child at every school or disciplinary codes of conduct, this should be equity.

Brenda O'Brock, visitor, asked about the academic instruction at every school and why can't we have satellite at every school to incorporate this in every classroom. She stated that she is not against routine maintenance, but she is against spending money that is a wrong decision and will hurt our students. She asked if all the new buildings being proposed for Vision 2020 will help discipline and apathy? She said the magnet schools are a draw for students who want to learn and she wishes the \$700 million would be invested in those students who have not learned to use their brain yet, i.e. vocational training. She said a newer building is not necessarily the answer and she believes we need to invest our money in people and not buildings, i.e. get students more counseling, determine if they do or do not want to go to college, determine how students are preparing themselves for the future, etc.

Ms. Priest announced that the next meeting will be held on Thursday, January 13, 2011 at 4:30 p.m.

The meeting adjourned at approximately 1:00 p.m.

January 13, 2011

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 Thursday, January 13, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Barry Rachal, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mrs. Crawley led the prayer and Pledge of Allegiance.

Ms. Priest announced this is the fourth board work session on Vision 2020, in addition to the 15 community meetings held to give the general public an opportunity to provide their input. She said the four board work sessions were specifically designed to discuss the Vision 2020, to give the board members as a whole the opportunity to review the feedback and the input from the community, to receive this information in a public setting and to begin the dialogue with the superintendent and staff to work through any questions, issues, concerns and legal matters related to the Vision 2020 process.

Superintendent Dawkins began his presentation with a work flow chart that reflects the schedule to this point and what is on the schedule from this point forward. Dr. Dawkins explained that input was received from the community and from the board and this information compiled and reviewed by the board. He also shared a list of all the questions raised by board members in the previous two work sessions; and he encouraged board members to let staff know if it appears that staff misunderstood the question or information being requested. He also stated that the community survey will be shared with the board and will become a part of what is done. Dr. Dawkins stated staff will bring a list of recommendations to the board covering academics, operational, facilities, policies and legal. He highlighted each area and assured the board that the number one goal continues to be academics. When looking at what we can do to raise the achievement level of our students, to increase the graduation rates, to decrease drop-out rates, to improve discipline in schools, to enhance and address the needs of children with special needs, to address the needs of over-age students, staff will bring recommendations on how to address these issues in addition to or in place of what we are currently doing. Dr. Dawkins said he will also bring recommendations on the operational efficiency of the organization because staff believes we can be a much more efficient organization and redirect funding to the most serious needs in the schools and classrooms. The superintendent also stated that there is a need to train employees how to operate in a changing environment because the environment for educators will no longer be the same with the new daily challenges to address. Regarding facilities, Dr. Dawkins noted much that staff has heard about the facilities study and he will bring recommendations that will be impacted by what was heard in the community. He reminded the board that the last meeting focused on policies, and the fact that it is obvious there are outdated policies, policies that are no longer useful, policies that need to be revised and emerging policies so as to not to create a Vision 2020 that does not have the foundational, legal, and policy support of the board and the laws surround it. Finally, Dr. Dawkins reported that the board will receive legal recommendations after the necessary research is concluded in order to determine if the district should seek unitary status, and whether or not there are other legal issues needing addressed based on the creation of Vision 2020 that will withstand all legal challenges as well as meet the letter of the law and also give parents and students options.

Dr. Dawkins also reported that staff will make a recommendation regarding phasing and scheduling and cost and efficiency of Vision 2020. He said that the phasing element component and schedule addresses when the recommendation can happen, along with the cost and efficiency of the components. He also said the cost attached to any of the recommendations will be very clear to the board and if there are efficiencies to be gained, these will also be obvious to the board. He further explained that phases mean we will tackle some of the issues right away, and they will happen very quickly upon board approval and others will take one to two years to materialize. Dr. Dawkins clarified that he does not see the board going to the public for a bond issue any sooner than 2012 or 2013 because priorities must be established in Phase I; and the academic needs of the students, order and discipline in the schools, efficiency in how business is conducted in every area of the district must be addressed. He said this kind of attention will bring the board closer to understanding what a future bond issue might be. Until everything available to us is exhausted, he said we will not know what this dollar number might be. Dr. Dawkins also stated it is very important for the district to show improvement prior to going to

the public for any assistance. The superintendent announced that on March 1, 2011, the board will receive a recommendation that will consist of the following areas listed – phasing, schedule, cost and efficiency, as well as a complete review of the areas from a legal and policy perspective. Once the recommendations are submitted to the board, ample time will be allowed for the board to review it. Again, he clearly stated that what was heard from the community is very important and will guide the recommendations. He believes the district has an opportunity to address the issues ailing the school district and is what his recommendations will be.

Mrs. Armstrong referenced two comments made at Tuesday's meeting – (1) we all feel the need for vocational programs and the expansion of these programs in the school system, and (2) everyone acknowledges the over-age students in the district who can only be reached through some of the hands-on opportunities, and she would like to look at the expansion of the vocational arm at Ingersoll for over-age students. While she believes the opportunities in place are great, the hands-on skills will give students what they can use when they get out of school. She also stated that at one time she taught special ed and one of her main concerns was the fact that she could see her students would not very often be eligible for the Caddo Career Center; but they were very good with hands-on opportunities. She asked that staff look at the creation of a middle school vocational center in one of the projected facilities for closure. Mrs. Armstrong said she believes many educators are realizing that we are losing or beginning to lose a lot of our students, and maybe we can recharge them with a vocational program where they can get their core subjects and also participate in a shop-like environment similar to what many had a number of years ago in the schools. In noting Dr. Dawkins announcement to bring recommendations to the board in March, she asked the superintendent to consider bringing in February what could possibly be implemented for the next school year.

Mrs. Bell asked for clarification and that we will not be asking the public for a bond issue for a while. The superintendent responded there are issues that need addressing prior to going to the public for this in order to define an accurate number for meeting the needs of the district. Mrs. Bell stated her agreement with Mrs. Armstrong's comments and sometimes there are things that can be changed without going to the public with a bond issue. She also noted that Ingersoll is set up and all we need to do is bring in the real over-age students and offer them some real skills (shop, mechanics, etc.). Regarding discipline problems, she believes Hamilton Terrace is set up for this. Mrs. Bell asked the superintendent about the cost for putting this at Ingersoll? She also stated that it is important to address the middle school student that does not have a 4.0 average, and is not interested in attending college. Mrs. Bell asked Mrs. Armstrong if her request and is to provide a career center for middle school age students with no stipulations? Mrs. Armstrong said it is, and she envisions offering the opportunity for average students that desire a different school environment that provides core subjects along with the vocational courses, and it would be a school for students all across the parish, similar to opportunities offered at magnet schools.

Mrs. Bell asked about the school district's operations, and Dr. Dawkins explained there are many – transportation, business, finance, food service, etc. in order to service all the students; and it is important that we insure we are as efficient as we can be in providing the needed services.

Mr. Riall stated that in reviewing the information presented, he also went online to look at the state's plan of 1999 to have SP Scores at 100 by 2009. He said the state started out at 69.4% and the reporting today reflects an SP Score of 91. On the average, the SP Scores with a concentrated effort statewide, came up on an average per school of less than 4%. In the coming school year, the score is 65; and the following school year, the score will be 75. He asked if at the present rate we do not increase scores, is it true we will have 13 schools in the first stage of Academically Unacceptable status? And, if these stay at the present level then the following year Caddo will have 27 schools in the first year of AU status, six of which are high schools. Mr. Riall said his concern is as the scores go up, how many students will be overwhelmed and feel that the goal is out of their reach. He asked the superintendent how this will be addressed? The superintendent stated that this is an answer that will be shared with the board as staff is aware of the scores increasing and there are some challenges, some serious, in some of our schools and we can't afford to allow them to slip backwards and add schools to the list. He said it will be necessary to intervene in ways we have not before and for people to be accountable in ways they have not been before. He noted there are subgroups whose scores are atrocious and it will be necessary to do some things that will be a shock to some in the system but will be a part of the recommendation.

Mr. Hooks clarified that what Mrs. Bell and Mrs. Armstrong are referencing is vocational programs in middle schools, and Caddo has this at the Caddo Middle Career and Technology Center. Mrs. Armstrong stated that she is talking about expanding hands-on opportunities more than what we currently have at Caddo Middle Career and Technology. Mr. Hooks asked if she has been there to see what the program is about? Mrs. Armstrong said she did know; however, if the program has been added to/expanded, she is not aware of this; but what she is talking about is more hands-on opportunities, i.e. shop, tools, fine arts, graphics design, etc. She would like to offer a well-rounded opportunity for these middle school students and challenge them in a way that we haven't had opportunities to do before with some of the unique opportunities available. Mr. Hooks responded that if we are not doing it at Caddo Middle Career and Technology, what makes you think we are going to do anything with this program. He asked the superintendent if any staff member at Central Office knows anything about the program at CMCTC? Dr. Dawkins said there are many people that know about it and Mr. Hooks said he doesn't think so because no one came when he was there. Mr. Hooks said he is on board with Mrs. Bell and Mrs. Armstrong's idea in this area. He also asked the superintendent about academics being the number one priority and his concern about how we can improve academics when morale is very low and because it is, he does not believe the children are receiving a quality education.

Mr. Rachal pointed out statistical information on Caddo Parish's population increasing and schools built as a result of that increase in population. He added that between 1980-2000, the population dropped by approximately 200 and he believes three schools were built. In looking at Texas who has independent school districts that accommodate growth, he shared how Tyler built schools in the middle of nowhere and the growth Tyler experienced as a result. Mr. Rachal said he believes the school board over the years has stifled the growth of Caddo Parish by not building new schools. Regarding the superintendent's comments, he believes whatever recommendation the board approves (consolidating or off-lining schools), that prior to going to the public for any bond money, the board must buy into it and the district must operate more efficiently. He asked the superintendent if he said we will do things prior to going to the public to accomplish certain things? The superintendent said that is precisely what he said. Mr. Rachal said that is important because no matter what the number might be, he believes the board needs to take the course of operating more efficiently before going to the public for additional funds. Mr. Rachal expressed his concern over the recommendation to build only one school in southeast Caddo because he has gone through the population numbers and discussed them with the board. Mr. Rachal also asked that administration bring him, so he can compare it to the information he has gathered, the number of students attending University, Youree Drive and Captain Shreve, the number of students attending a magnet school rather than their neighborhood school, and the estimate of the total student population in those attendance zones. He said he believes the board has individually and as a whole supported neighborhood schools, however to him, they are only words. He said he doesn't believe one school will address this issue in southeast Shreveport and he believes the numbers warrant building two, possibly three, elementary schools, a middle school and almost enough for an additional high school. Knowing this is a tremendous cost, Mr. Rachal said he is not expecting this; but he has seen for seven years on this board schools get what they need. He said inequity has been one of the biggest terms heard during this process and it is not just he that feels this way, but everyone he talks to in District 9. Mr. Rachal said it is an inequity to not have sufficient neighborhood schools, as well as an inequity because of the property taxes that southeast Shreveport pays to Caddo Public Schools in relationship to the number of schools in southeast Caddo.

Mr. Rachal also referenced the information on the utilization and energy efficiency of Caddo's schools. He shared the numbers relative to energy conservation (simple energy payback measures) and that the U. S. average is in some cases 1/3 of what Caddo has, and the National average is 5.5 years and Caddo's is 15.2 years. Mr. Rachal reminded the board that Caddo just spent close to \$50 million in air conditioning; and when looking at upgrading existing buildings, he doesn't believe we should consider just the initial cost, but also what the payback will be. He asked Superintendent Dawkins if we will be going to the public with an RFP for energy conservation? Dr. Dawkins responded we are in the last phase of that process. Mr. Rachal noted the fact that the district has just completed the projects for the \$88 million bond approved by the voters, and he is concerned that we are now getting this report. Mr. Rachal referenced the utilization of Caddo's buildings and the approximately 12 elementary schools with over 100% utilization. In looking at these numbers, he was unable to see one elementary school that the enrollment and capacity were any more skewed than University Elementary. He again stated he does not believe one elementary school is equitable and at the next meeting he asked for maps

showing where all the schools are and the areas they cover so the public can get a good view of the areas that have multiple schools in the attendance area. He shared with the board that he discussed with the superintendent the possibility of changing the recommendation of an elementary school to a combination K-8; and he knows if other board members had these issues with no neighborhood schools in their district, they would say the same thing.

Mrs. Crawley asked the superintendent, if when mentioning March 1st and board action, to not bring a plan to the board and expect immediate board action. She also asked the superintendent about all-day long reading for students having difficulty with reading and is it possible to have a reading center, i.e. what Shreve Island is doing? Dr. Dawkins responded that reading is fundamental to the educational process but there are some extreme cases where we may institute programs that will focus only on reading because we can't afford for students to get beyond the second grade and not be able to read. He said it is a drastic measure, but he is willing to take drastic measures to help these students who are having difficulties. Mrs. Crawley asked if the superintendent and staff are studying models or model schools? Dr. Dawkins responded they were. Mrs. Crawley said she appreciates the need for vocational opportunities, because if you are not successful and not planning to attend college, it appears you are wasting high school, and we need to change that so the goal is to be able to make a living, to take care of yourself and your family, and to be a good citizen. She also said when improvements are made to these schools, she does not want to make them more attractive for the state to take them over and make charter schools as was done with Linwood. She stated a reorganization needs to be looked at so that the school doesn't exist, it can't be labeled AU, and you have a different school. Mrs. Crawley said she also doesn't want to antagonize any board member, but believes there are two sides to every coin and you can't add onto something that is dead. She referenced the independent school districts in Texas and the extremes; and with the exception of Byrd, there are no neighborhood schools in her district. Mrs. Crawley also encouraged the importance of studying why students go to private schools and if can we meet that need. She also asked about the possibility of adding neighborhood components to South Highlands, Eden Gardens, Fairfield, etc. to help the inner city neighborhoods.

Mrs. Crawford stated that in 1997 voters voted down building a school in southeast Shreveport and in 2004, the bond issue was given to the voters, and the voters approved it, so she believes the board needs to be more careful about what is put in front of the voters. Mrs. Crawford asked the superintendent if he believes the public is expecting the board to take action to combine schools to make new schools, well before the possibility of a bond issue. Is it possible to plan certain things now and when school begins in the fall to have in place new, combined, changed, etc. schools that will save money and help in the academic arena. Also, do you think this would build confidence in the board since she believes at this time the public doesn't have confidence, but it is something that could be built again by doing some things now without calling the bond election. Dr. Dawkins responded that the first phase is to do precisely that and all the possibilities mentioned are on the table. Mrs. Crawford also shared with the board that the property taxes from District 9 are no different than the property dollars paid from District 8 or District 12, and to her it is an insult to everyone that pays property taxes when the board gives the impression that a district deserves it because they pay more money. Mrs. Crawford also agreed with Mrs. Armstrong regarding the need for a middle school for vocational training; however, she believes students signing up to take certain electives is how it should be offered.

Mr. Burton stated his appreciation for the opportunity to expound on his desire to improve his community with the help of the school board and the city. He said in talking about inequalities, all one has to do is look at schools in the Allendale area because some of these schools are depopulated because the area has been depopulated for various reasons. He said there are many things he needs for his high school; however in talking with the superintendent, he has agreed to postpone this until we address Vision 2020. He also stated his appreciation for board members bringing up the development of a vocational skills program similar to the one that used to be at Booker T. Washington because some students have second motor skills; and there are not enough courses available at all the schools and to address the need to develop these lost skills. He also referenced the program at Hamilton Terrace whereby students would spend a part of their day at the vocational center to participate in hands-on projects, because the students must also need to know how to read, to do math, etc. Mr. Burton also reminded the board that if the board is not together in support of this, the community will not support this.

Ms. Trammel stated that several years ago under another administration, something similar was done and some of the same things were said, and she said now it is important to focus on the goal and what outcome we want to reach. Dr. Dawkins said Ms. Trammel is correct and in looking at some of the school board history, we are at a place where the board can make a historic decision or not; but the focus in the first phase will be to address the academic issues and the efficiency in operations. Ultimately, the superintendent stated that the board will have to decide, based on the work over the next year, whether or not this is the direction it wishes to go. He said there are some things that must be done upfront in the schools, classrooms, supporting the teachers, the students and making sure the academics are in place and efficiency in the operations will go along with it.

Ms. Priest stated that, when looking at the timeline and the recommendations, she believes action definitely needs to be taken and whatever is done, there are some things that need to happen in Phase One; and in moving forward, we need to be prepared to do some things for the upcoming school year. She said the vocational program is definitely needed in Caddo Parish, and especially for the middle school students; since, if they are not going to be on the college track, this offers them the opportunity to pursue skill options while getting the required core classes, and is an opportunity for a “super” middle school. Ms. Priest also stated that the older schools are in the inner city and they are not obsolete and she hopes that whatever recommendations are brought to the board that we not lose focus and only follow the urban sprawl. She said it’s what happens in the buildings that is important and the hub of a community is downtown, working its way out into the neighborhoods. She said if you have something good that works, people will come to it. She also asked the superintendent to include cost saving measures in whatever recommendations he brings to the board along with the reconfiguration and cost savings as it relates to utilities, transportation, etc. so these resources can be used in instruction.

Mrs. Bell asked that consideration be given for an elementary neighborhood school in Greenwood. She also said that Walnut Hill has needs as well as Timmons, and she also asked what will we do with schools in trouble, as she is concerned about Bethune and the fact that it has been in corrective action for 7-8 years and the possibility that the state will take Bethune. Dr. Dawkins responded that Bethune is a part of the Caddo Plan, along with several others, and all of them are in jeopardy. While we have seen some progress in these schools, it is necessary that it is accelerated. Mrs. Bell reminded the board how hard it worked to save Linwood and Linear and it is possible that the board has to implement some things that the community doesn’t necessarily want.

Mr. Riall asked about District 9s request for more schools in southeast Shreveport and the fact that they are recommending building schools in his district and his district doesn’t want them, so he would gladly give his schools to District 9. Mr. Riall also asked about the absenteeism rates for the AU schools and Dr. Dawkins responded that there is improvement over last year. Mr. Riall stated that we do have some programs in place, but if achievement is to be improved, we must also improve attendance.

Mrs. Crawley asked that whatever staff brings relative to reconstituting schools, to please have a plan for any empty buildings other than just closing them.

Mrs. Armstrong stated that one of the difficulties in the past has been when the board has addressed needs in the parish and there has not been a consistent long-term leader and she wants to know that the superintendent is not going to lead the district down this trail and keep going without them. She said she believes the bottom line is she doesn’t want to go through another superintendent search and that without consistent, long-term leadership going into Vision 2020, we are doomed before we start. She said the short term is it won’t work. Because of the tremendous amount of money that has been invested in consultants and the time from the community, staff and board, she hopes the board can count on the superintendent to stay at the helm until Vision 2020. Dr. Dawkins responded that he appreciates the comments and while certainly superintendents serve at the pleasure of the board, superintendents also take on these projects that are sometime daunting. He said the needs of the children are paramount and he is in this truly to improve the lot of Caddo’s students; and as long as we can make improvements and work together to achieve this, he will work hard to get this done. However, when things don’t happen, and the goal is something other than looking out for children, then it becomes problematic for everyone involved. Dr. Dawkins again stated he enjoys this work, and what he is seeing is not new, but is something he has seen before, and it is whether or not we have the

will and courage to work together as a team. Mrs. Armstrong stated her belief that the focus needs to remain on what's best for children, because she believes that everyone on the board is involved for the betterment of the students and schools. She also asked that what she has said be taken very seriously, because she feels this is where the district lost ground in making needed improvements. Dr. Dawkins added that he does believe this is the right focus and as long as we keep this focus, we can move forward.

Mr. Ramsey asked what is the big deal, because it's long-range planning in motion at last. He said it is a big deal and all these processes are necessary. He has heard comments about the facilities study and it is necessary so that the component parts are in place and we are now in the dialogue of what do we do. Mr. Ramsey added that he has used the term vocational education and because vocational education of today is a skill transition, we can't do it if students can't read, write or do arithmetic. He said he believes under the superintendent's direction, the district has seen some excellent options programs and he is asking about the expansion of this. Knowing there are some state rules and guidelines that will go against some of the board's comments in this process, he believes these are issues the board will have to get over if it is committed to consolidation and how to play the games it appears the Governor and others are playing with Louisiana's education. Mr. Ramsey said that he hopes the superintendent is developing with expertise from his staff because it will not mean a lot if it can't be implemented under the directions and state laws, Court Consent Decree, etc. He asked the superintendent if March 1st is too soon? The superintendent said the staff was looking at a later time, but staff made a decision to push and see what could be accomplished by March 1, because the longer it is delayed, the further back we will be. He also stated that we will not get it all, but it will be done in phases and there are some things that must be done quickly; and unless we do that, we lose too much ground and that may not be favorable to the Caddo School System. Mr. Ramsey said he doesn't know all the rules and guidelines that will need to be followed, but he knows that it is important for the board to be together on this no matter what the date. He also applauded the superintendent for publicly stating that the board is not pushing to take a vote on a bond issue and he is anxious to be about the business of coming up with a plan. Dr. Dawkins stated that Mr. Ramsey's statement is key in if we are not all together on this, going down this road is futile; and unless the issues that are affecting the students and staff members are addressed, then there is no chance to bring about change to improve everything for all students in the community. He said it always works better when the board and the administration work together and if this can be done, we will set up the community and students for future success. Mr. Ramsey also asked the superintendent to keep in mind that past successes have been because of strong public support and is something that needs to be pursued and nurtured.

Mr. Rachal stated that something everyone agrees on is early childhood education and asked if we are turning away children due to capacity? Dr. Dawkins said while he doesn't have specific numbers, he believes we are accommodating most students. Mr. Rachal stated that early childhood education is one of the most beneficial things we can offer our children and hopefully they will see the benefits of it early on and put a value on education later on and expand it.

Mr. Hooks reiterated Mrs. Armstrong's comments about Dr. Dawkins leadership and that if he is going to stay, he will have to gain the trust of the employees, because they don't trust him. He said if Vision 2020 is to pass, there must be trust. Mr. Hooks said he says this because he does get around in his district and has heard this. He encouraged the superintendent to build the trust with the people.

Brian Salvatore, LSUS employee and resident of southeast Shreveport, stated that he has a 9-year old at University Elementary; and while he has no complaints about University Elementary, he is looking at the bigger picture. One of the things that stands out to him is pursuing unitary status and he believes this is highly presumptuous since we have not addressed the problem. Mr. Salvatore said the crumbling of the core of the city and the overcrowded periphery of the schools are problems and there is not a solid resolve to the problem. His philosophy and experience is that you eventually get what you want by helping others first and with regard to the problems with the neighborhood schools and the core of the city, he believes everyone can come together if the members of the board reach out and engage other avenues and expertise in the city. He said he doesn't believe LSUS can tackle this job in a few short days, but he believes a partnership is the answer.

Frederic Washington announced that he has received phone calls from residents in District 5 regarding the Vision 2020 meetings; and when he was told to attend the meetings, he went and when he missed, he viewed what he missed on video. In watching the Vision 2020 video, he shared that he was greatly disturbed and he doesn't believe the title of these meetings should be used to denounce anyone. Mr. Washington shared he does have concerns about the welfare of the district; however, as a person, we need to be more in-depth with the discussions held relative to the needs of the district, i.e. value added teacher law and how it will affect our schools. He said another issue that needs to be looked at closely is Professional Development. Mr. Washington noted that many times he hears board members ask questions and requests information when the information is in the Mini-Facts brochure. Regarding School Performance Scores, he said all that is necessary is read the data. He said the administrative staff needs a break because their work is already more than in-depth.

Jon Glover, employee, addressed the board on the concerns and recommendations to be brought to the board for March 1. She noted the times in the past that it has been proven that board members may not all agree on what matters. She asked the board to make certain it is in full agreement or disagreement with the information brought forth, because it has been proven in the past that the board may not have been fully versed on the information and should take the time to make sure it is well versed so answers can be provided to constituents' questions.

Craig Lee stated that he is glad the focus is on academics and the need to assure that the curriculum must be elevated at all levels in the AU schools to include a coachery based character enhancement component. He said we are now looking at most of the students in the low-performing schools who do not even have an identity. Mr. Lee said the reality is that things must be done to enlighten people and turn around low morale. He also highlighted important aspects of the vocational educational opportunities and areas. He asked the board how does a child become an adult and be enlightened to become a trash collector or dish washer?

There being no additional questions/speakers, the meeting adjourned at 6:33 p.m.

January 18, 2011

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 18, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. 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 7, 2010, DECEMBER 14, 2010, DECEMBER 16, 2010, AND JANUARY 4, 2011 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. Crawley, to approve the minutes of the December 7, 2010, December 14, 2010, December 16, 2010 and January 4, 2011 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of marketing and 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.

From the Top Award. Marcus Rose was recognized as the recipient of the From the Top Award presented by the non-profit organization known for its NPR and PBS programs featuring America's best young classical musicians. Marcus is a senior at Caddo Magnet High School and will receive a \$10,000 Jack Kent Cooke Young Artist Award which can be applied towards instrument purchases, summer music camp, travel expenses, tuition and fees. Marcus studies viola, plays the piano, is a member of his church choir, plays with the Marshall Symphony and is part of the American String Teachers Association National High School Honors Orchestra.

Science Education Award. Cathy Williamson, recognized as a non-classroom teacher who has made extraordinary contributions to the advancement of science education, received the distinguished informal Science Education Award. Ms. Williamson has been at Sci-Port since 2001 after teaching in the classroom for 27 years. Ms. Williamson has also been nominated to receive the National Award.

Bus Driver. Ms. Pauline Marshall, Caddo bus driver, was recognized for her quick thinking and alertness that saved the students on her bus from serious injury when a car ran a red light.

Corrective Action Plan (CAP) Report. Dr. Robert March reported that he began working with the parish three years ago on the Corrective Action Plan issues that came up on a complaint filed in 2006 involving the needs of special ed students, especially students who were suspended and expelled and were denied their educational rights. He explained that there are six pieces to the plan and each piece was looked at school by school; and the specific data being looked at is the suspension rate across schools across the parish. At this time, it appears that approximately 60-64 schools will exit the CAP by the end of this school year. Dr. March shared with the board that the National average for suspensions for a school is from 3.3% to 13.2% and when work on the Corrective Action Plan began, one of the schools was suspending 67% of its students and two schools were suspending 50% of its students. It is expected that the two schools at 50% suspension rate should be below 25% by the end of this school year which is significant. When looking at each school, suspensions for tardy behavior, dress code violations, i.e. non-violent behaviors were considered. In looking at handling behaviors such as fighting, the district has implemented the Fight Diversion Program, and they would like to see this program utilized more in schools that still have high suspension rates, as well as the Volunteers for Youth Justice Program. He reported that as a result of implementing these programs, only 30 of the 356 that completed the program got into another fight. Dr. March also reported on their work on the Blue Book (Student Handbook) which is something reviewed each year and the district will continue to annually review. He said things such as electronic devices have become a major issue and they will be making some recommendations regarding the loss of instructional time for students

who bring these devices to school and how it can be addressed. Dr. March reported they are still looking at and working with the special education department to look at how individual education plans are being written and the State Department will be in the district next week for a pre-monitoring visit to tell us where we are before we develop an exit plan to submit to the state by February 16th.

Mrs. Crawford asked if the final plan will have some type of maintenance in the exit plan. Dr. March said the idea is to train those alongside during the process through General Ed, school safety and security with Dr. Barzanna White, on campus training on a variety of topics related to the corrective action, as well as training a group through the Special Ed Department to go into the schools and address documenting IEPs, as well as monitoring. One of the maintenance features is training those in the parish to become leaders and basically train themselves. Dr. March said they also worked with JPAMS, the data management system, to develop some regular data reports for directors' use when they go into the school buildings and hopefully they will share this with school principals.

Mrs. Crawford asked Dr. March about his statement that he would like to see some of the schools use Fight Diversion more and noted there is one school that has chosen not to use Fight Diversion because they do not believe it works for their particular school. Knowing that what works at one school may not work at another school, is it possible for a school to implement something different? Dr. March responded that Fight Diversion will not be forced on any school; however, they must provide an alternative that has demonstrated success; just because a principal says it doesn't work, doesn't mean it doesn't work. He said he will be open to alternatives if they have used it and documented real success with the alternative to Fight Diversion. Dr. March reiterated if a school has a high rate of fighting on its campus, something pro-active needs to be done, and he will make specific recommendations for addressing these situations. He also said that ultimately it is not him, but it is the State Department and those that filed suit against the parish. There are approximately three campuses not using the Fight Diversion program; however, at this time, they have not demonstrated a successful alternative.

Mrs. Crawford also asked about Positive Behavior Intervention and the feedback that it is a difficult program to work with. Dr. March clarified that PBIS is not a program, but the state has enacted some guidelines saying that every school needs to at least document positive behavior intervention. He also explained that the state requires every school to have six things in place and those are: (1) clear set of behavior expectations, (2) plan for teaching those expectations, (3) staff needs to be trained in how to supervise non classroom settings, (4) verbally acknowledge when students do the right things, (5) use data to make decisions and (6) meet regularly to review the data. He said the idea is if every school does these six things and invests in prevention, they will have less to do in terms of response or reaction. This is what the state requires and is part of what he was mandated to bring. Dr. March added that some of the problems, he believes, is a lack of understanding. Mrs. Crawford asked if this is for the classroom or school wide? Dr. March said the answer is both, and in Louisiana it is mandated school wide; however, there are also features of PBIS that can be applied to individual students. Dr. March encouraged board members who may not have attended one of the trainings to do so when they are scheduled.

Mr. Hooks asked Dr. March if he understands correctly that one of the biggest problems is fighting? Dr. March responded that it is a big problem because it presents a problem around school safety; however the biggest problems are disrespect and willful disobedience. Mr. Hooks said he hears the biggest problem is battery and assault on employees. Dr. March said that the frequency of the numbers of those occurrences might be significantly lower than the other behaviors. Mr. Hooks asked if teachers are still asked to complete the Louisiana Department of Education school behavior forms? Dr. March said he is not certain. Mr. Hooks explained that it takes a teacher at least 20 minutes to complete this form which means 20 minutes is taken away from instruction. Dr. March said the schools can develop a pro-active behavior plan that teaches behavior, and teaches adults about supervision. He also stated that he believes everyone is on the same page and agrees that sending students to the office or suspending students is taking away instruction time, and we are trying to minimize the loss of this instruction time. He also stated that he believes everyone is on the same page and agrees that sending students to the office or suspending students is taking away instruction time, and we are trying to minimize the loss of this instruction time due to discipline.

Mrs. Bell asked Dr. March if he has anything to do with the charter schools and private schools, and Dr. March said he does not. Mrs. Bell said one of the problems is once a charter school suspends a student, and the student has an IEP, the students come to Caddo but the charter does not send the student's records with them and is there anything that can be done about this? Dr. March responded there are significant problems with the RSD and they will soon be under their own corrective action plan.

Dr. Dawkins announced that a team from the State Department will come to assist Caddo in its CAP activities next week and on February 17th a team will meet with the plaintiffs in Baton Rouge to hopefully begin the process of moving toward exiting this CAP.

VISITORS

Jon Glover, employee, stated that she has been coming before the board for months expressing displeasure about the compensation, specifically the support employee salaries. She said she finds it hard to believe that the board could expend a total of \$1 million to do a facilities study when the district has a maintenance department that performs services for all the buildings. Why would you not look over the maintenance of those buildings and possibly avoid such an expenditure? She said the maintenance employees are employees the district is paying to maintain these facilities. Ms. Glover asked the board to take the following into consideration - \$1 million for a facilities study, \$700,000 for a compensation study, additional unknown expenditures – these should have put a strain on the budget as a whole. Notwithstanding the fact that there are new employees, administrators that duties changed and giving these an additional \$500 should have been a burden on the district as well. With the board insisting that this compensation plan is the best for all employees, Ms. Glover asked where is the logic? She said the sum total of this matter appears to be selfishness to her. She also asked where did the funds come from for the \$10,000 that was given to the superintendent, and while he has a contract, the district is in a budget constraint.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that in 2009-10 Caddo hired 552 new teachers. Of that number, approximately 141 have left the district. This year Caddo hired 431 new teachers and 83 have already left the system. She said the district is already facing further academic burdens as well as tighter funding in the state and she believes this deserves our attention. Mrs. Lansdale noted that the district's budget reflects a \$6 million line item for recruitment so it appears that losing a new teacher is costly, and shared that data indicates teacher turnover can cost from \$17,000 for a large district to \$5,000 for a small district. When looking at Caddo's data, Mrs. Lansdale used Barret as an example when veteran teachers were displaced and a grievance was brought before the board. She said in 2009-10, Barret hired 10 new teachers and at this time four (40%) are no longer in the district. Mrs. Lansdale stated that she believes this should raise the board's awareness especially considering state academic data. She also shared a similar example of turnover at Booker T. Washington and that the common denominator is inadequate administrative support, followed by low salaries and discipline issues. Mrs. Lansdale also stated that every board meeting one can see the board beat up on teachers with assaults on employees on the agenda, including today's agenda item to vote to terminate a temporary teacher as well as a recent decision to deny an appeal. She said the ability to appeal to the board has been a practice of the board for a long time and this is just one more piece of negative energy that they are forced to address. She also asked that the board take the following into consideration when looking at Vision 2020 and the budgetary process – consider the millions being poured into recruitment and look at teacher turnover, address discipline and remove the idea that real teachers teaching and students learning should take a back burner to how discipline data looks to outside consultants. She also encouraged the board to look hard at salary schedules and use every available resource in school and not let Wall Street be the priority over a quality stable work force. She closed with saying that everyone has a role and those who have ownership are more likely to stay. Closing the achievement gap is vital to the district and the community and high turnover schools are a huge drain on resources that can be spent to improve teacher quality and academic achievement. She also acknowledged the City Council for recognizing the importance of giving their employees respect and a voice in their working lives.

ESTABLISH THE AGENDA THE CPSB JANUARY 18, 2011 MEETING

Superintendent Dawkins highlighted the proposed agenda for the January 18, 2011 meeting and the following discussion ensued.

Approval of 2010-2011 CAP and Budget. Superintendent Dawkins stated that the CAP budget was approved with IDEA funds for this year.

Mr. Rachal asked about items on the agenda with no support documentation. Ms. Priest stated that backup documentation for all the items for board action has been submitted. Mr. Rachal asked about item number 8.02? Ms. Priest responded that it was emailed to all board members. Mr. Rachal said he looks for the backup documentation on BoardDocs.

President Priest announced that items 6.02, 6.04, 7.01, 8.01, 8.03-8.05 are the consent agenda. *Mr. Riall moved, seconded by Mr. Burton, to approve the consent agenda as presented. Vote on the motion carried unanimously* and the following is a summary of the board's action.

Item No. 6

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

Certified

Catastrophic Leave, January 18, 2011-February 1, 2011

Davis, Nellie, Teacher, Fair Park High/Math/Science, 16.5 years

Catastrophic Leave, February 9, 2011-March 23, 2011

Guess, Melissa M., RN/Teacher, Caddo Career & Technology Ctr., 15 years

Catastrophic Leave, January 3, 2011-January 14, 2011

Lofton, Rebekkah, Teacher, Ridgewood Middle, 12 years

Leave Without Pay, January 3, 2011-June 1, 2011

Hathorn, Katy, Sp. Ed. Inclusion Teacher, Northside Elementary, 1 year

Sabbatical Leave (Medical), Spring Semester 2011

Greene, Cindy, Teacher, Broadmoor Middle School, 9 years

Lofton, Rebekkah, Teacher, Ridgewood Middle, 12 years

Joyslyn Sams was approved for Medical Sabbatical Leave at the August 17, 2010 for one semester. Her medical condition has not improved. She is eligible to retire and the board approved her request to be relieved of her obligation to repay monies received while on leave.

6.04 Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of promotional/administrative appointment contracts as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Pendley Music, LLC dba Pendley Piano Gallery, totaling \$20,503.00 for the purchase of piano labs.

Item No. 8

8.01 Approval of legal services—Dale Cox, individually. The board approved the transfer of legal files from Bradley Murchison law firm to Dale Cox and continuation of use of Dale Cox as legal counsel based on the same terms and conditions as approved for Bradley Murchison as recommended by general counsel.

8.03 Assignment of Oil, Gas and Mineral Lease. The board approved assignment of state agency lease No. 20439 whereby Paramount Energy, Inc. assigns all of its right, title and interest to Chesapeake Louisiana, L.P.

8.04 Approval of 2010-2011 CAP and Budget. The board approved the 2010-11 CAP and Budget as presented in the mailout.

8.05 General Fund Budget Revision Requests. The board approved the budget revision requests as recommended by staff and submitted in the mailout.

AUTISM TRAINING

Mr. Hooks announced that the superintendent provided him with additional information on this item; however, he would like to postpone this item until he has time to review the information.

SUPERINTENDENT'S REPORT

Update on Superintendent's Target Schools. Superintendent announced that he and staff have been working with the RSD and a packet is provided on the information Mrs. Turner is sharing with the board today. With questions being raised about the schools that have been added to this list, Dr. Dawkins reported that several schools have been added whose score is close to 60 to give them the structure and attention they need to not slip back.

Mrs. Turner shared with the board that the Superintendent's Target Schools are under the Memorandum of Understanding and under the Memorandum of Understanding with the RSD (Recovery School District), we are required to have regular monitoring and support and a quarterly monitoring site review conducted each year. The latest monitoring review took place in the fall of 2010. The schedule for these reviews included a three-member team onsite for an entire school day, visiting all or most of the classrooms. The site visit includes interviewing teachers, principals, and assistant principals, and evaluated the schools with qualitative and quantitative instruments. Mrs. Turner explained that the QMSR reports provide a snapshot of assessment, evaluating the performance of essential practices of successful schools. She also highlighted a summary and ratings from the site visits as well as the Distinguished Educator's activities and involvement at their particular school. She also reported that the new AU schools are included in the monitoring process on a volunteer basis and were monitored in November receiving additional support to work toward improving their academic scores. Mrs. Turner also reported that Dr. Amy Westbrook met with each school (Superintendent's Targeted Schools and new AUS schools), and their administrative teams, teachers, instructional coordinators, etc. to discuss the monitoring report. She further explained the scores given in the different areas and that the monitoring report includes an Essential Practices Survey which speaks to what should happen to maximize instruction in the classroom. Mrs. Turner also shared the change in the schools' scores and that the information being shared is included in the folder (handout) provided. Comparisons from last spring and the fall were highlighted for each school. Mrs. Turner also reminded the board that the new AU schools are involved in the volunteer monitoring with the RSD; and will receive the additional support of a Distinguished Educator at each of these targeted schools similar to the Superintendent Target Schools. These schools will receive additional professional development, additional support with administrators as they monitor classrooms to identify areas they could strengthen, and additional coaching support with the teachers and administrators. She reported that district level teams are involved through other School Improvement Teams in working with the schools as well. Additional professional development identified by those in the buildings has also been provided. The RSD monitoring schedule for the Winter 2011 began last week. Mrs. Turner announced that all the Superintendent's Target Schools did increase their SP Scores; Oak Park and Caddo Heights have been released from the RSD monitoring and Barret is still under monitoring because of their lower increase in their SP Scores as well as the two middle schools and four high schools. She added that district teams will be utilized to conduct the monitoring specific visits at Oak Park and Caddo Heights to continue with this support and not leave them completely.

Mrs. Turner said areas the staff continues to work hard on include the constant rigor in the classroom in terms of expectation, structure, students on task, response intervention when students are struggling, data analysis when received and modifications that need to be made in order to make a difference and improve student achievement.

Ms. Priest commented that the majority of the schools are meeting minimal practices, fundamental practices or Best Practices; however, she shared her concern over the inconsistencies in those schools who had Best Practices in May and dropped to Fundamental Practices. She asked staff if there is any reason why this happened? Also, she asked staff if sufficient data is available for J. S. Clark since she understood their scores increased to where they could be moved out of AU status. Ms. Priest also shared that we had 11 schools added and

she encouraged staff to do a better job in the area of communications, because we are not where we were when we started and we are improving and accomplishing things in the district. Mrs. Turner responded relative to the change in the rating system for some of our schools, and shared that it is not unusual for a school to go from Best Practices in the Spring to the Fundamental in the Fall. She said this will happen because of a change in staff and the expectation for the Superintendent's Target School has been raised, and also because of a new staff being in place in a school. Next year, she believes we can expect to see increases from the schools' fall scores to the spring scores. Regarding J. S. Clark, Mrs. Turner reported that when Dr. Amy Westbrook contacted Caddo about the SP Scores, there was some confusion relating to this score and whether or not it was high enough to move J. S. Clark out; and the overall score was not.

Mr. Riall asked if there is a new or revised action plan after each quarter of operation? Mrs. Turner said there is. Mr. Riall asked Mrs. Turner who devises this action plan and who monitors it to make sure it is followed? Mrs. Turner stated that with each QMSR Report (monitoring report), under recommendations, they will tell us what we need to focus on, and each school team works with the Distinguished Educator, the area director, the content supervisor and district team to work on action plan areas on steps they need to take for improving in the areas of recommendation. She said the distinguished educator also monitors how this process is working.

Mrs. Bell stated her concern about Bethune and the only thing she sees in the paper is Bethune has been on the list for 7 to 8 years. She shared her fears that eventually Bethune may not make the score, because they are continually raising the score. She said she knows in the next couple of months, BESE will come up with something different and the constituents do not understand how this is working. Mrs. Bell asked what can we do to save Bethune, because they are not hearing us? Dr. Dawkins stated that what Mrs. Bell said is correct and there is no question about the information on each school and the RSD has the information. He said what Caddo has attempted to do is intervene and it is imperative that we accelerate this movement.

Mr. Rachal asked someone to clarify the expectations and if there is a written goal or target, because don't we want all the schools to be at fundamental? Mrs. Turner said with the Superintendent's Target Schools the initial goal was Fundamental for all of these; and the goal this fall is to begin with a Fundamental Rating, but with the next visit, which is right now, she anticipates seeing a significant change. Mr. Rachal stated that all the schools listed understand that they need to be at Fundamental? Mrs. Turner responded that is correct, fundamental or higher; and they are still in training with the new AU schools. Mr. Rachal said it is hard for him to understand why we have not reached Fundamental yet, and why there is such a huge difference among the schools? Mrs. Turner stated that they are looking at several different levels and what is being measured from the day they arrive, but the goal for an elementary in terms of comprehensive curriculum looks different than it does at the middle school level. Also, the high school is very different in terms of the AB Block; however, each of the groups should be able to achieve a Fundamental status with staff teaching the comprehensive curriculum and doing all the other things simultaneously. Mr. Rachal stated his understanding of the explanation presented; however, knowing where each began and knowing what the ending point is, he believes we should see more consistency in moving up versus such a variance of one versus the other. Dr. Dawkins stated that this request is one that goes right to the core of this work; and while we are in the midst of this plan, he believes last year's scores gave some indication that there could be forward movement, and it is important that all of these schools did move forward some. The superintendent said we are expecting some larger gains this year and expect even more next year, and we are trying to give them the structure and monitoring to ensure that. Mr. Rachal requested a summary page of all the schools on the same page from start to finish.

Mrs. Crawford shared her concern that some of the schools were not AU but AA and she expected them to be ahead of the game, because she thought we began backing these schools with some things to turn them around. She also asked about increasing best practices and looking at the other AU schools to see what we have done there. Mrs. Turner said staff has shared information with all the schools relative to essential practices. Mrs. Crawford also asked about the letter sent last time Caddo had schools that came out of AU status asking to be released from the monetary fees and that we write the same letter again.

Mrs. Crawley stated she understands the concept of planning for success, but she believes the state is the one that is doing all of this. She asked staff if she understands correct that it's the monitors from the state that prepared the reports, the comments, etc. and what they are looking

for. Mrs. Crawley also stated that she doesn't understand why we are not all facing Best Practices in that it's just creating paperwork for teachers. She stated she doesn't see anything about the execution and that the planning is demonstrated by how well the students do on tests. She also doesn't see a connection in the monitoring and test scores. Mrs. Turner explained that when the teams visit the school buildings, they have conversation with students to determine what they are learning, what were their directions, what they are currently working on, so there are some critical conversations and observations as it relates to student learning, and this is also how they receive the rating. Mrs. Crawley added that seems sort of subjective and it doesn't seem to be a very valid way. She also stated that she sees where students should be treated with respect, but she doesn't see where it says students shall respect school personnel. She noted her understanding that we must demonstrate a behavior so the students will learn it, but she doesn't see any tool in place that will indicate results of what teachers are required to do. She believes this should come from the state also and that as a result we might know ahead of time what the score might be. Mrs. Turner explained that this is a snapshot of a certain point in time and they would need to visit us every week or so in terms of really knowing what is going on in the classrooms. She said administration is also responsible for monitoring the results. Mrs. Crawley asked if it is possible to get the results of the tests at the beginning of the year so we can see how they are progressing throughout the year and the improvement at the end of the year? Mrs. Turner said there are benchmarks and assessments as well as the focus quizzes on the Superintendent's Target Schools; and at this time, we have not begun these things on the new AU schools. Mrs. Crawley asked if the state looks at these quizzes? Mrs. Turner responded they are available for them to review. Mrs. Crawley stated pieces of paper are easy to evaluate and she believes this is where they are going with this, because all she sees is planning, planning, planning.

Mrs. Crawford referenced discussion on improving our SP Scores by improving student attendance and asked if anything has been done to help improve the teachers' attendance? She also noted that the board used to get on a regular basis a report on teachers' absences. Mrs. Turner explained that last year, with the Superintendent's Target Schools, many staff members received incentives because of their increase in attendance at the building level and that percentage was at 90%. Mrs. Crawford stated she knows there is a concern about teacher absenteeism.

Mr. Hooks asked how many of the Superintendent's Target Schools were placed on the AU list in 2010? Mrs. Turner responded that five schools were added.

Mrs. Trammel asked if the team does three-day monitoring? Mrs. Turner clarified that for this monitoring visit, they are at each school for one day, beginning when the students arrive in the morning and they stay the entire school day.

Superintendent Dawkins announced that Mrs. Woodard will share with the board the impact letter grades assigned to schools will have on school districts. Mrs. Woodard stated that the movement of the Accountability Commission is to redesign the accountability system, and the recommendations coming from that committee reflect a large increase and is the state's attempt to take away the star status. She explained that what BESE adopted was much more rigorous than what the state's educators recommended; and that looking at the numbers, one can see that any school below a 90 is going to have a grade of D or F. She also reported that they are presently refining this so it is possible we will hear more in the next couple of months. The superintendent announced that staff will keep the board abreast of any developments in this matter, which is believed will do nothing to help schools who are trying to improve and will send the wrong message to the staff and students.

Mrs. Bell stated that this is ridiculous and she believes it is setting everybody up to fail, and this is something the public needs to know.

Mrs. Crawford stated that it is time the public has a lesson on what BESE, the Governor and the State Superintendent are doing. She believes we need to begin speaking up about the decisions they are making that are affecting our students and schools.

Mr. Hooks again stated his concern about the new schools labeled academically unacceptable and asked how many of the five schools are under watch? Ms. Priest responded that they all are.

Mr. Rachal stated that he would like to invite Walter Lee to address the board on this decision, on how he voted, and on the justification for this decision. He said he believes it would have also been nice had Mr. Lee, as the district's BESE representative, shared this with the superintendent and/or board president to get our input. Dr. Dawkins shared that while he has not talked to any BESE member about this, there have been discussions at the regional superintendents meetings. Mr. Rachal stated this doesn't make any sense and shared this will adversely affect the district and community.

Mr. Hooks commented that Louisiana is not pushing its own schools, because he went to a meeting last week in Baton Rouge and Mr. Lee did not attend, so he feels sure he will not come to Caddo. He also stated that he went to Baton Rouge to hear from the Governor as to why he is taking the districts' money, and the Governor was not in attendance either.

Mrs. Crawley asked Dr. Dawkins if this applies to charter schools as well? Dr. Dawkins responded that it is his understanding that it will. Mrs. Crawley stated that she is curious to know their scores.

Ms. Priest stated that if we talk about what is in place, this is a concerted effort by the Governor, State Department of Education, LABI, and CABL, organizations working together to help destroy public education. She said she believes this says to the boys and girls as well as the educators that are providing the boys and girls their education, that as a board, it's an opportunity to begin doing something for the community and to educate the general public about what these organizations are doing. She said there are eight BESE members and with this year being an election year statewide, she said we have an important obligation. Mrs. Woodard corrected a previous statement regarding the top SP Score that can be earned is 240. Ms. Priest said it is also important that we do a better job of educating the local media.

Mrs. Crawford stated that in looking at BESE's web site, Mr. Lee did support raising the SPS for the next three years; however, he voted against the grading of schools.

Mr. Riall stated with the budget shortfalls, the only two things they can cut are health and education; and as they cut education, they get us fighting among ourselves and then they are able to move their agenda. He said this is something the board needs to be aware of.

Mrs. Bell asked about town hall meetings and a possible meeting with the media and editorial board. Ms. Priest said she will get with the superintendent and the district's communications person.

ANNOUNCEMENTS AND REQUESTS

Miss Green announced that she is collaborating with Southern University on a program to promote community and parental involvement, with a meeting scheduled for January 21 and 22 from 9 a.m. to noon. She stated she has additional information for those interested in attending. She also expressed appreciation to the board and the superintendent for the warm welcome to the board and the outstanding orientation.

Mrs. Bell requested that staff provide information on why employees are leaving.

Mr. Rachal asked for a list of consultants the district is currently using, the terms with them (length, cost, purpose and how funded), an absentee report for each school for the first semester, why we do not have a grant writer and when will we have one, and are we looking at making any changes to the AB Block and the rotation, and the possibility of a 7-period day?

Mrs. Trammel asked that the superintendent use whatever method necessary to make the Governor, State Superintendent and BESE members aware of the board's sentiments relative the letter grade policy. She also thanked the superintendent and board members for assistance in making the transition to the board.

Ms. Priest asked that staff look into why bus drivers performing extra work for field trips must wait long periods of time for payments and why those payments are spread out. She would also like the Superintendent to move expeditiously forward with setting up the meeting between the Caddo Parish School Board and the Louisiana Legislative Delegation before this year's Session

to discuss Vision 2020 issues and issues that education is facing. She also encouraged board members to forward to her any issues they feel we need to address with the Legislators.

Mr. Hooks expressed his appreciation for the response to his request, but he needs to get the annual salaries for the Superintendent's Executive Staff to include the superintendents, directors and supervisors. Mr. Hooks said he would also like to get a breakdown by school in District 5 on how the money is disbursed, i.e. Fair Park receives \$15,000 for the Caddo Plan, and \$1300 for the Medical Careers Program.

Mr. Burton stated that in following up on the recommendations for making some changes it is important to not only getting involved in the board meetings, but also in the Louisiana School Boards Association and other state organizations. He said it is also important to involve the community, citizen groups, etc. Mr. Burton requested that contact be made with LSBA and possibly even get on the agenda. Ms. Priest responded that we can check into the resolution committee as well.

Mrs. Crawley asked the superintendent to check into the directive from Central Office for the teachers to take up textbooks and bar code them; because even though the board was told that it did not come from Central Office, her sources tell her that the assistant principals at certain schools directed the teachers to do so per a directive from Central Office.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Riall moved, seconded by Mr. Burton, to approve staff's recommendation for C.M., T.L., T.C., L.H. and D.D. Parents are in agreement with staff's recommendation. Vote on the motion carried unanimously.*

Legal Update and Recommendation in the Matter of Cathy Golston/Roslyn Carter v. CPSB, et.al., Case No. 09-CV-1978, U.S. District Court, Western District, Louisiana (Shreveport Division). *Mr. Rachal moved, seconded by Mrs. Bell, to approve the recommendation from legal counsel relative to the matter of Cathy Golston/Roslyn Carter v. CPSB, et.al., Case No. 09-CV-1978, U.S. District Court, Western District, Louisiana (Shreveport Division). Vote on the motion carried unanimously.*

Termination of Temporary Employee. *Mr. Riall moved, seconded by Mr. Rachal, to approve the termination of a temporary employee in accordance with the recommendation of the superintendent. Vote on the motion carried unanimously.*

Adjourn. *Mr. Burton moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:42 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

February 1, 2011

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, February 1, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey and Ginger Armstrong. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Hooks read Psalms 121 and led the Pledge of Allegiance.

PRESENTATIONS

As a point of personal privilege, Board member Dottie Bell introduced Willie L. Burton and shared an opportunity afforded her to visit the JROTC Program at Huntington High School and how proud she is of the young men and women in this program.

Comprehensive Annual Financial Report. Tim Green and Cindy Thomason, Allen, Green and Williamson, shared with the board and audience the audit report ending June 30, 2010. Mr. Green presented a synopsis of the annual audit report consisting of the financial part of the audit and the single audit by the Federal Government since the district receives more than \$500,000 in Federal awards. He explained that the purpose of their presentation is to discuss the financial aspects of the operation and focus on the financial, internal control and compliance testing. He expressed their appreciation to Jim Lee, Jeff Howard and other members of the staff for the help provided in conducting the audit and getting it filed appropriately. In the comprehensive annual financial report, Mr. Green noted that the School Board received two certificates from National organizations for its comprehensive annual financial report and that the district must have a clean opinion to receive these rewards. He also shared that the independent audit report, is an unqualified report, meaning they did not note any exceptions in the financial reporting, and so Caddo received a clean opinion. Mr. Green also highlighted a comparison on the General Fund revenues and expenditures and that the major change this year from previous years is the decrease in the MFP dollars Caddo receives, and expenditures exceeded revenues this year by \$8 million. Some of the increased expenditures were insurance and retirement costs paid to the state and the impact it is having on the local district.

Additional areas highlighted included the Title I Program, Capital Projects (construction projects for which bond money is designated), Caddo Educational Excellence Fund (CEEF), and the Child Nutrition Fund. Mr. Green shared highlights of each of these funds, including how they are set up, how they are funded, and the expenditures in each.

Areas that the board should be aware of include the General Fund relative to the 2010-11 year knowing there is a budget that is showing some dire results and could compound the previous loss reflected. With the proposed cuts being made, he believes that the increase in the retirement costs and increase in health care costs will greatly impact school board districts' budgets.

Relative to the Statement of Net Assets, Mr. Green explained the \$67 million negative net asset and that a couple of years ago the Governmental Accounting Standards Board (GASB) required governments to begin reporting this post employment benefit, recognizing as a liability those commitments that the School Boards and other government entities have made to employees when they retire. Prior to the adoption of this standard, Mr. Green reported that they did not require governments to report this long-term liability; but now that it is being reported, the district has a large deficit number to report.

Mr. Green also stated that the Single Audit Report did not show any findings and that the agreed upon procedures are state mandates that certain schedules submitted to the state must be reviewed by the auditor to make sure that the data included in these reports is accurate and he reported no findings in this report. Relative to the decrease in the General Fund Balance, Mr. Green noted that this is a concern and while the School Board currently has approximately 15% expenditures in the undesignated reserve, the School Board will soon be below 5% and this is a great concern. He also stated that the increase in the State Retirement Rates is an expenditure that is really hitting the district's budget hard.

Ms. Priest stated that she believes an area the board definitely must address is Caddo being on the “watch list” because of the district’s decreased fund balance. She asked that administration provide the board with those things we need to do to tighten our belts and build up this reserve fund balance. She also asked about Title I and since this is in essence a reimbursement, are these dollars the district receives that must be in reserve to spend and once they are spent, the district can request reimbursement? She questioned how much the district should have in reserve at any given time? Mr. Lee responded that with any Federal and State funds, the district must spend the money to get it back immediately. He further added that requests are made monthly and the district gets approximately \$2 million back. Mr. Green referenced the receivables that are outstanding at the end of the year, and explained there is approximately \$13 million worth of costs incurred that the district is entitled to and has made requisition to the State for reimbursement. Dr. Dawkins responded that certainly the budget staff brings to the board will include a fund balance and a restoration plan.

Mrs. Bell asked about Caddo being on the watch list? Mr. Lee explained that this is the first year Caddo has been on the watch list. He further explained that each year the state does a fiscal risk assessment and one of the things looked at is the undesignated fund balance and if it is below 5%, they have the same concerns as the school district. Mrs. Bell asked if she understands correctly and this is serious? Dr. Dawkins responded that it is absolutely serious. Mrs. Bell also asked if she understands correctly that it is the State Department of Education that puts districts on the watch list? Mr. Lee answered that is correct. Mrs. Bell clarified for everyone that it is the state that is doing this and not a member of the Caddo Parish School Board.

Mrs. Crawley asked when the state is looking at the undesignated fund balance, do they take into account the \$35 million that is designated, but it is not a legal, required designated fund? Mr. Lee responded that it does not matter. Mrs. Crawley stated it is her opinion that Caddo’s frugality has hurt the district rather than helping us. She added that our main goal needs to be educating the students the best we can and not just looking good.

Mr. Hooks asked if we are looking at the possibility of laying off employees? Ms. Priest responded that at this time budget sessions have not been held; however, there are some issues that the board will need to address during the budget process.

Mr. Rachal stated that about four months ago the State Superintendent made a comment that Caddo had too much money and he believes that he was trying to figure out how to get our money. Now it appears that the district is being punished because we have “little money”. He also asked about the capital projects fund balance and the \$23.4 million undesignated capital projects fund and the difference in the \$31 million on the landscape attachment. Mr. Green explained that the \$10 million is for contracts in place, but the money has not been spent and the \$23.4 million is the portion in which contracts have not been let to date. Mr. Rachal asked if he understands correctly that the \$23.4 million in capital projects can be spent on capital projects, and there is nothing attached to it at this time? Ms. Thomason clarified that there are no legal contracts attached to them, because there may be projects planned but there are no contracts on the projects. Mr. Lee explained that this is the remains of the proceeds of the bonds and there is a project list for these funds; but at this time, we do not have contracts for the individual projects. Mr. Rachal stated that as we go through the budget process, he would like to know the obligations we have for the \$23.4 million.

Mr. Riall asked if there is any other criteria in which the state judges the district on besides our fiscal health and academic health, i.e. Arkansas judges on fiscal, academic and attendance numbers. Dr. Dawkins stated that he is only aware of the fiscal and academic. Mr. Abrams added that a part of the academic piece is if you have too many schools in AU status, they can take facilities and place them into the Recovery School District. Mr. Riall asked what action will the state take and at what stage will they take action on the district in regard to this fiscal watch? The superintendent stated that his only communication with the state is they want to work with districts to help them; however, at this time, that help has not been defined and the help needed is additional funds and he has not seen any. Mr. Riall asked if we know of any other parish that has been on a “watch” list in a similar situation and they took action. Dr. Dawkins said he believes there are at least 10 districts, but he is not aware of the specific action taken. Mr. Riall said if this information is available, he would like to receive it.

Mr. Hooks shared that budget is one of his main concerns and asked if we are being completely honest with the public about the budget. The superintendent responded that we are sharing everything we have from a budget perspective, and this audit is a part of that along with the upcoming budget process.

Mr. Burton commented on the \$23 million in the capital outlay from the bond issue and asked if there is anything outlined that is directed toward these funds? Mr. Lee explained that we do, but at this time the contracts have not been let, i.e., QZAB is being used for upgrading technology and electrical at the schools and the bonds are used for air conditioning and since air conditioning is completed, the remaining is to be used to update lighting.

Mr. Rachal thanked Mr. Lee and the staff for the work they do and for the awards received. He asked if the state is saying we are on a bad financial list and what are two or three main reasons for the hits we experienced in the district's revenue? Mr. Lee responded that we had a decrease in the MFP revenue which comes from the state, and we experienced an increase in the retirement cost (from the state), and health care. Mr. Rachal stated that he finds it interesting that the state has put us on a fiscal "watch" list because of our financial issues and the state is the one who has cut revenue to the district and increased our cost in the retirement.

Ms. Priest announced that last week many board members attended the Louisiana School Boards Association Governance Workshop on Act 705 required training and one of the training sessions addressed budget for every district in the state relative to revenue, sales tax, property tax, etc.

Compensation Study Update. As requested by board members, Chief Operations Officer Woolfolk shared an update on the compensation study. He highlighted the process that got the district to where it is today, the objective and goals, the project activities for achieving the goals and objectives, the implementation, results of implementation, and future actions.

Mr. Woolfolk stated that in 1995 Arthur Anderson conducted a compensation study for Caddo. Out of this study, a Personnel Evaluation Committee was established to administer this study on an on-going basis. He said during this time the guidelines for the administration were never updated and the time between the studies should not have exceeded three years, there was a lot of mistrust with committee members, and as a result we received numerous complaints and grievances.

In June 2008, Mr. Woolfolk reported that the CPSB approved a new study and in October 2008, the RFP was received from Rahmberg, Stover and Associates and approved by the board to put together a compensation study, 13 years after the Arthur Anderson. The objectives and goals for this study were to provide an appropriate salary structure that reflected the current market rate for similar positions in the region, as well as be internally equitable and externally competitive by using a third party administrator who would objectively develop and maintain an updated salary structure. The steps Rahmberg followed included sending letters to all employees requesting position information, interviewing and addressing compensation grievances, reviewing classification for specific positions (at least 18 positions), developing and distributing job analysis questionnaires, reviewing job descriptions, developing position evaluation ratings, etc. He explained that positions were evaluated based upon 1,500 job analysis questionnaires and job descriptions were reviewed by interviewing individuals (directors and other employees). Two sets of criteria established and utilized to evaluate positions were (1) factors for professional and non-administrative positions, and (2) factors for administrative positions. Mr. Woolfolk explained that the market analysis used was the Louisiana Department of Education Profile of Educational Personnel Reports, and occupational wage surveys.

Regarding implementation, Mr. Woolfolk explained that at the completion of the study the administration had three options to consider before implementation: (1) use the Arthur Anderson Study Table for one more year, (2) use the Arthur Anderson and Rahmberg study tables for a transition year, or (3) implement the new Rahmberg study table. He stated that the decision was made to implement the study by Rahmberg which was a two-year old request and needed to be implemented upon completion. He said the step cost to the district was approximately the same as the Arthur Anderson study and would also put the board in the position of immediately correcting the inequities as they were brought to staff's attention. With implementation, all employees were given the closest step increase within their new pay grade on the Rahmberg Pay Schedule and those who had reached their max would not be reduced, but red circled until the

schedule for that particular position reflected an increase in actual pay. Red-circled employees are considered to be red circled when their rate of pay exceeds the maximum rate or top salary for their assigned pay range. Mr. Woolfolk also reported there were 59 employees that were red circled, about 350 employees that moved up a grade and at the lowest level at that grade. He also reported that approximately 2,500 employees did receive an increase even though it may not have been as much as employees would like to have received. He said 18 discrepancies were sent to the consultant and it was reported that he believed two of them needed to be changed. Also, the implementation of the Rahmberg study cost approximately \$700,000.

As we move forward, Mr. Woolfolk noted there may be a need to change how we do business and there may be some situations in which it will be necessary to look at our compensation structure. If so, the reclassification procedure will be used. In using this process, it will also be important to review the salary structure every two years for its adequacy within the fair market. Mr. Woolfolk also explained that a memo was sent to the employees relative to positions that were reviewed as well as the grievances.

Mr. Hooks asked staff to explain no one had a pay loss. Mr. Woolfolk responded that nothing in the study created a reduction in pay; however, if someone, for example, was a coach and they are no longer a coach, their salary may have been reduced by the coaching amount. Mr. Hooks also noted Mr. Woolfolk's statement that no salary will be reduced because of the study, and Mr. Woolfolk said that is correct. Mr. Hooks said in the 9 months he has been on the board, he has not had one person thank him for a raise, but he has had people to tell them they are making less than those working in classified as well as a great many of administrators. Mr. Woolfolk said if he had names, he could investigate specific situations; but if he doesn't have the names, he doesn't know how he can investigate the matter. Mr. Hooks said he believes this is a total rip off.

Mrs. Crawley stated that she believes when people say they got a cut or loss in pay, they were talking about what they were expecting if they got the step increase on the Arthur Anderson pay scale. Mr. Woolfolk said it could be that they took a cut based on what they anticipated they were going to receive. Mrs. Crawley asked, relative to reclassification procedures, if there is any way for employees who believe that their supervisor has rewritten their job description and added things to it that they can get this addressed other than through their immediate supervisor. Dr. Dawkins said we would hope it could be done through the immediate supervisor, and that the job description cannot be changed without the supervisor being a part of the process. He added that individuals cannot make these type changes by themselves. Mrs. Crawley said she understands chain of command, but at times there may be a conflict, so she believes there needs to be an alternative for these situations. Dr. Dawkins stated that something will be put in writing.

Mr. Riall asked Mr. Woolfolk about the salary schedule being re-evaluated every other year and will this be done by Rahmberg, Stover or will it be in-house. Mr. Woolfolk responded that the reason why Arthur Anderson did not work is it was not updated in a timely manner and staff is recommending that this be updated in a timely manner and that it be done by an outside consultant. Mr. Riall asked the superintendent about Rahmberg's cost, and Mr. Woolfolk said approximately \$100,000.

Mr. Rachal referenced Mrs. Crawley's comments and Mr. Woolfolk's response; and knowing that many addressed the board on this issue, he believes having someone at arm's length away from it gives relief. He also stated his agreement that the time between studies was too long and asked if there are any current grievances reflective of the pay schedule. Mr. Woolfolk said one. Dr. Dawkins responded there is one on the agenda and another in the pipeline. Mr. Rachal also stated that he believes those who are saying they lost money are referencing future income had they been on the Arthur Anderson pay scale. He also stated he agrees with the plan to revisit the plan every two years.

Mrs. Bell commented that the board did not do this study just because they needed something to do, but because there were so many complaints being voiced to the board every month. She said she is looking out for the employees and 13 years was too long without looking at this to determine where the problems might be, and is why she supported moving forward.

Mrs. Trammel stated that she was a part of both studies, but because job descriptions are so generic, she believes updating job descriptions would help tremendously.

Mrs. Crawley asked about the number of employees that are red circled and if the identified 59 employees is a correct number. Mr. Lee responded that this is the original from Rahmberg, Stover; however, he is working on updating this number. Mrs. Crawley also shared that because she was upset with the outcome of the compensation study, she wants people to know that she did not sell out; however, after meeting with the superintendent, Mr. Woolfolk and Mr. Lee, she now understands the implementation of the compensation study. She also stated that her issue was that we rushed on making the decision and she never saw the three possible implementations.

Mr. Hooks stated his main concern is some people on the committee was like putting the fox in charge of the hen house and he can't agree with this.

Mrs. Armstrong asked about the third party administrator and if that person will make recommendations of changes or upgrades to the superintendent and will the superintendent automatically accept the third party's recommendation? Mr. Woolfolk responded that he believes it will be up to the superintendent whether or not he accepts any recommendation; and Dr. Dawkins said he would not automatically accept recommendations, but will rely heavily on their expertise and evidence before making a decision. Mrs. Armstrong asked about Mr. Rahmberg and his firm doing the review every two years and is this the best way to address it? Dr. Dawkins responded that it is best to have consistency in this, so it would be his preference to have this company do the review.

Mr. Riall asked about the step increases on the Arthur Anderson plan and if the step increases on the Rahmberg plan are in line with them? Mr. Woolfolk responded they are not, because the Arthur Anderson table and grades are different than the Rahmberg table. Mr. Riall asked if employees would have gotten a greater step increase on the Arthur Anderson plan than they did on the Rahmberg, Stover plan? Mr. Woolfolk responded that some would have. He added that staff budgeted \$800,000 for step increases on the Arthur Anderson plan and the Rahmberg plan was approximately \$700,000 and all the Rahmberg plan did was bring employees in line with the market. Mr. Riall asked if this program is re-evaluated every other year, will the district get into a situation where every other year people will not get their step increase and we will experience the same as with the implementation? Mr. Woolfolk responded that it is possible; however, if you re-evaluate more frequently, the changes will probably be minimal. Dr. Dawkins added that it is almost unheard of to wait 13 years without reviewing a compensation plan, so if we don't do it more frequently, it is a disservice to the employees.

Mrs. Armstrong asked the superintendent about the summary of classification reviews and if there were 18 positions reviewed by Rahmberg or is our administration doing this? Mr. Woolfolk clarified that these have been reviewed by Rahmberg when they conducted the study. Mrs. Armstrong stated she remembers Dr. Robinson being moved into the one position, but asked the superintendent to explain who is holding the remaining three positions. Dr. Dawkins stated that the Area Director for School Performance is being held by Mrs. Gunn and the other two positions remain unfilled. Mrs. Armstrong asked the superintendent if he anticipates keeping these two positions open? Dr. Dawkins said he will fill them as soon as he finds the best fit for them. Mrs. Armstrong said she believes we need a freeze on filling positions at this time. Dr. Dawkins said there is a freeze on everything which has caused him to not move quickly on these positions, but at some point he hopes to move forward with filling them. She also asked if the additional positions have been assessed and/or acted on? Mr. Woolfolk explained that all of them have been reviewed by Rahmberg and closed. Dr. Dawkins added that No. 15 on the list of positions is on the February agenda for the board's consideration.

Mr. Hooks asked the superintendent about the summary of classification reviews and if there is something to be done or will it be left the way it is? How did Rahmberg justify this? Dr. Dawkins explained that this is an issue where elementary/middle school principals and administrators are paid on a schedule and in the mix is K-8 administrators, and this is being clarified by the middle school APs. He has held an initial meeting with this group and they are putting together additional information.

Update on Blue Cross/Blue Shield. Randy Watson, director of insurance, shared with the board an update on the recent agreement between Blue Cross/Blue Shield and Willis Knighton and Willis Knighton and their physicians will remain in the network. He explained how this

works and that the large number of health care providers in the network agree to (1) discount their rates, (2) file claims, and (3) not balance bill the members. He stated that Willis Knighton is one of the largest providers in the Blue Cross network in this market and they were finishing a three-year contract renewal. Because an agreement had not yet been made on a contract that would end March 1, 2011, state law requires that the insurance notify members in advance if a provider is going to pull out of the network. Thus, Blue Cross had sent out some early warnings to some of its larger clients; however, Blue Cross and Willis Knighton did come to an agreement so there will not be any changes. Dr. Dawkins said he asked Mr. Watson to bring this to everyone's attention and expressed appreciation to Mr. Watson for his work and leadership that were important in making certain there was no interruption in services.

Communications Update. Tricia Grayson, director of communications and marketing, noted that in the recent PTA Newsletter, Dr. Dawkins shared that next week is National School Counselor Week and she read a proclamation recognizing Caddo's 117 counselors and the important part they play in the success of Caddo's students. Mrs. Grayson stated that she has been in her role as Caddo's communications director for almost a year; and in response to the questions of what she does and why the school district needs a public relations person, she shared with the board accomplishments and plans for the Communications Department. She explained that if there is not someone to manage the public opinion function of the organization, then the critics' voices are the only voices heard. She reported that their department manages crisis communication, obtains input from the community, supports two-way internal and external communication, and supports the schools and students. Mrs. Grayson said when she came into her role, she was given three primary goals: (1) helping the district speak with a unified voice (consistent processes and messages), (2) effectively communicating and receiving feedback to build public trust and correct misperceptions, and (3) developing an effectively utilized community partnership. To get there, she said we will communicate more with the employees (more newsletters, etc. for communicating better internally); build a strong district "brand" (an experience, what feeling people get when they interact with the district); utilize technology (current, appealing, user friendly web page), develop uniform communications and marketing guidelines; put together a communications advisory group, and continue media relations workshops for administration and principals. Additional responsibilities of the Communications Department are partnerships (We Care, United Way), Teacher of the Year, Senior Recognition, Superintendent's Action Line and Feedback, Parent Notification System, logos and graphic advertising pieces. Also the Communications Department works to market the Caddo Schools through the various media avenues available. She also highlighted the updates to the web site and how it is used to highlight activities in the district. Mrs. Grayson also shared that when she first came to Caddo she had heard that most of the media coverage was negative, so in tracking Caddo's media coverage, she found that the media coverage is not all negative, but mainly neutral (no slant one way or the other). While she noted approximately 25% of the media coverage as negative, she also noted that approximately 30% was very positive which she believes represents opportunity for growth. Mrs. Grayson also noted recent increased positive exposure as a result of partnerships, i.e. We Care, Bullying Video, Chesapeake Energy's Discovering Tomorrow's Leaders, and most recently Channel 6's Bus Stop Forecast where they highlight Caddo's students and activities they are involved in at their schools. She also stated that everyone in the district is in the business of public relations, because phone calls, emails, etc. are interactions with the community.

Mr. Rachal asked for additional clarification on the Alert Now program? Mrs. Grayson explained that the Alert Now is connected to the JPAM System as the calling component which allows her to, even from home, notify all parents and employees, for example when the district is closed. Mr. Rachal asked if one followed Twitter, would this mean they would be updated that quickly also? Mrs. Grayson responded that is correct, and the web site should be updated soon so anyone can access through Caddo's web site. Mr. Rachal also inquired about persons wanting to find out what school their children would attend. Mrs. Grayson shared that when she received his concern, a link was added on the home page "Find My School". Mr. Rachal also expressed appreciation to Channel 6 for this outstanding way to recognize our students.

Miss Green asked if Channel 6 is willing to do this everyday and if it is possible to get the schools in her district involved in this program? Mrs. Grayson said she had two meetings with principals about this and reminders and encouragement to the schools are always helpful.

Mrs. Crawley asked if “Alert Now” calls board members? Mrs. Grayson indicated that it can. Mrs. Crawley also expressed her appreciation to Channel 6.

Superintendent Dawkins stated that he has asked Mrs. Grayson to place board members on the “Alert Now” list and if there is anyone that does not wish to get these alerts to let us know.

Mrs. Armstrong said she appreciates the “Alert Now” and that she has received a number of positive feedbacks for this.

Mr. Ramsey commented that these things don’t just happen overnight, and he believes this is a great report and that the relationships being built in order to achieve these many things he believes will pay dividends for years to come. He also noted the importance of the web page development and that he believes it is looking very good and moving in the right direction. He shared his appreciation for the Communications Team’s aggressiveness in moving forward.

Mrs. Bell asked that she be notified when her schools might be featured on the Bus Stop Forecast.

Ms. Priest expressed her appreciation to Mrs. Grayson for how the incident at J. S. Clark was handled and how the parents were alerted. She also shared a letter she received from *The Times* in appreciation for Mrs. Grayson’s cooperation and efforts in working with the media.

Mr. Hooks also expressed his appreciation to Mrs. Grayson for all that she does.

The superintendent expressed his appreciation to Mrs. Grayson and that she has brought a lot of expertise to the position and she has brought great response and results on expectations.

Mr. Burton stated that discussions have been held in the past about getting the positive viewpoints out to the public, i.e. featuring students on the site and in the media. Mrs. Grayson explained that this is something they are aiming to do on the Caddo Spotlight (on the web page).

ESTABLISH THE AGENDA FOR THE FEBRUARY 15, 2011 CPSB MEETING

Superintendent Dawkins highlighted the items for the board’s consideration on February 15, 2011.

Bids (Purchasing). Dr. Dawkins explained that this PEP Grant is 100% grant funded and is for fitness equipment. Mrs. Turner said it is for the Superintendent’s Target Schools, middle schools and elementary schools, as well as professional development for the physical education teachers and the curriculum development. Dr. Dawkins stated that staff will provide the board with a list of the schools, and Mrs. Armstrong asked if Keithville can be added to the list.

Revised Compensation Configuration/OTs/PTs. Mrs. Crawford asked about the cost to make these changes? Dr. Dawkins said it will not be any additional cost to the budget, but it will affect new employees in these positions. Mrs. Armstrong stated that it states adding back the 10% premium for OTs/PTs and is this what is being discussed? Dr. Robinson said it will not, because no one lost any money in the transition from Arthur Anderson to the current plan, so they were literally frozen; however, new employees will be paid based on the new salary configuration recommended by Mr. Rahmberg.

Resolution of Continued Employment. Mrs. Armstrong asked for an explanation of this item, and Dr. Dawkins explained that annually the Federal and State Laws provide schools exclusion from eligibility for unemployment compensation for the break during the summer months for certain employees. Mrs. Bell asked who is included in this group? Dr. Dawkins explained that it is for anyone who has a gap in the 12 months, i.e. support, classified employees, and it is a reasonable assurance that they will return to work.

Resolution Calling for State Mineral Board to Lease Minerals on Various Properties. Mr. Ramsey asked Mr. Abrams about the \$7,000 bonus per acre and Mr. Abrams said the attorneys put this amount in and that the company had offered \$6,500. He also said that the number of properties listed are more than what he believes we have mineral rights, and while the initial approval is for all the properties, it could come back a fewer number. Mr. Ramsey asked if all

the properties are catalogued? Mr. Abrams responded that is correct and is why he believes the number is not correct.

Mr. Rachal asked for a great legal description and GM number, and if possible a plat that pinpoints these areas?

Mr. Riall asked Mr. Abrams who offered the \$6,500 per acre? Mr. Abrams responded that the company offered this amount.

Proposed Change in Board Meeting Dates. Mrs. Crawley inquired as to why it is being proposed to change the board meeting dates? Ms. Priest explained that Dr. Dawkins is scheduled to be out of town the week of February 14th and is why it is being proposed to move the meeting from the 15th to February 22nd. Regarding the March 1st Executive Committee meeting, because the Superintendent will be out for an entire week and he is to bring the Vision 2020 recommendations to the board at the first meeting, asked that the meeting be postponed. Mr. Abrams explained that the only way the board could vote to change the regular board meeting would be if a special meeting was called to vote on this issue. He further stated that the agenda item should be to change the March 1st meeting to March 8th and the board will have to handle the other issue in a different manner. Ms. Priest announced that for the February 15th date, the superintendent has advised he will have a designee present.

ADDITIONS

Mrs. Crawford asked that an item “Proposed Policy for an Appeal Process for Non-Tenured Teachers” be added to the agenda. She will provide the backup information

Ms. Priest asked that an item be added for the “CPSB to Draft a Letter/Resolution to LSBA and the LSBA President Stella Lasseigne, to develop a plan to actively encourage other districts to develop lobbying and to become advocates against the letter grade and other issues coming before this session”.

Mr. Rachal asked if BESE has already approved the Letter Grade? Ms. Priest said that is correct. Mr. Rachal asked if this has to go to the Legislature? Dr. Dawkins responded that it is now law. Mr. Rachal asked if the letter/resolution can be left open for additional input? Ms. Priest agreed.

Dr. Dawkins requested that the following two items be added to the agenda: (1) School Calendar, and (2) Funding for OPEB Liability for funding future retirement costs.

CONFIRM THE AGENDA AND CONSENT AGENDA

President Priest announced that the consent agenda items are 6.03, 7.01, 8.01-8.07. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the February 15, 2011 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared her concern regarding the Reconfiguration of Compensation for OTs and PTs because there is an on-going grievance that is at Level III; and if the board passes something, where does it leave the grievance. She also expressed her appreciation for the Superintendent’s Advisory Committee and the opportunity to exchange ideas. Mrs. Lansdale said that one of the things that they continue to bring to the board is the concern about making the right choices for Caddo Parish, and she noted the fact that the DeSoto Parish School Board has conscientiously made a decision to pass Haynesville Shale money on to the employees. In looking at the item addressing funds from the Haynesville Shale, she encouraged the board to conscientiously make overtures to its employees. She also said she believes a lot of the sting from the Compensation Study would have been removed had the board addressed the employees earlier in the year, and she encouraged the board to do something positive for the employees. As she has stated to the superintendent, Mrs. Lansdale said she would have loved to have been a part of the compensation study, because the employees never asked for another study, but only asked that something be done about the PEC, and this issue could have been addressed in the Arthur Anderson study. She also encouraged the board to update this compensation study.

Jon Glover, employee, addressed the board on the Compensation Study, and that she came ready to hear an explanation from the superintendent as to why he thought the compensation plan was in the best interest of the support personnel; however, she did not get that. She said she is in awe at the presentation and the details of the plan did not do it. She said she is amazed at the cleverness of the design of the plan and how it was manipulated to show the board what they wanted the board to see. She said the support employees are still faced with the same questions because no one has provided any resolution to what has been asked. Ms. Glover reminded the board that the support staff is looking at this from their perspective because it is the support employees who got hit with it. While staff reported that the report was looked at from the market share perspective, she wants to know if it's the market share that told the district to devalue its support employees? She doesn't think so, but yet that is what Caddo continues to do. She said she hears what is being said, and that is to trust; but while the support employees understand that the reason they are here is for the children's education, there will not be any world class schools for world class students without the world class employees. She reminded the board that the support staff has the expertise and skills that should demand that these employees be paid adequately; however this is not the case. Ms. Glover again stated that the board has not addressed the issue brought to the board some nine months ago to address the grievances. She believes that rather than addressing them, they hid them in the compensation plan and it is disheartening that it has come to this point.

Shannon Jett, employee, addressed the board on the compensation study and what she thought the board was going to do about it. She shared with the board that under the old salary schedule, employees would have gotten a step increment in September and that with the implementation of the new compensation study, she was not moved on the scale at her years of service, but she was moved to the place on the scale closest to her last year salary. This move, because of increase in taxes, insurance, dental, retirement, reduced her check instead of increasing it. She noted that the study noted that the teacher's aides were \$17,000 underpaid and she believes whoever looked at this said there was no way they could give that amount of money. She also shared her concern that when someone does not show up and they have to fulfill that person's responsibilities in their absence, they are not getting paid for it. Ms. Jett encouraged the board to take into consideration why the support employees are so upset about what was done.

Adjourn. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:17 p.m.*

February 15, 2011

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 15, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Hooks led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JANUARY 6, 2011, JANUARY 11, 2011, JANUARY 13, 2011, JANUARY 18, 2011 AND FEBRUARY 1, 2011 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Burton, to approve the minutes of the January 6, 2011, January 11, 2011, January 13, 2011, January 18, 2011 and February 1, 2011 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of marketing and 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.

Queensborough Percussion and Dance Group. Students from the Queensborough Percussion and Dance Group shared with the board an exhibition of music and dance in celebration of Black History Month. Geraldine Walker is the music teacher and Beverly Cole is the principal.

Caddo Public Schools 2010-11 District Students of the Year. The following students were recognized as Caddo's Students of the Year for 2010-11: (1) Carson Basinger, South Highlands, Elementary Student of the Year; (2) Neil Nathan, Caddo Middle Magnet, Middle School Student of the Year and also one of 18 finalists in the state; and (3) Marshall Watts, Captain Shreve, High School Student of the Year. Neil also was selected as the Louisiana's Top Youth Volunteer in the 2011 Prudential Spirit of Community Awards Program and Marshall Watts will attend Texas Christian University on a full scholarship.

Intel Science Talent Search Semifinalist. Allison Wang, Caddo Magnet High School, recently was recognized as the semifinalist in the Intel Science Talent Search. Mrs. Grayson stated that Miss Wang was chosen from nearly 2,000 applicants and is the only student in Louisiana to be recognized in this competition which awards what is known as the Jr. Nobel Peace Prize. She also announced that Miss Wang participated in the Science and Medicine Academic Research Training (SMART) Program sponsored by Biomedical Research Foundation and LSU Medical Center, with her research focusing on the identification of two potential targets for chemotherapy drugs in treating breast cancer. She and her school each will receive \$1,000.

2011 Louisiana Junior Science and Humanities Symposium. The following Caddo Magnet High School students were recognized as winners in the 2011 Jr. Science and Humanities Symposium: Alexander Ross, Daniel Wheeler, Hannah Thompson, and Joy Shan.

2010 Siemens Science Competition Semifinalists and Regional Finalist. The following students were semifinalists in the 2010 Siemens Science Competition: Jessica Cruzan, Danny Felty, Yoon Jee Kim, Allison Wang and James Young from Caddo Magnet High School. Joy Shan was the regional finalist in this competition.

State Wrestling Tournament. Congratulations were extended to Jeremiah Thornton, Louisiana State Wrestling Champion at Weight Class 189, and Deyonta Horton, Louisiana State Wrestling runner-up at Weight Class 171. Jeremiah and Deyonta are students at Huntington High School. Also recognized were freshmen students Decoreyon Howard and Xavier Wilson, as well as Andreas Sloan and Reginald McRae. The Wrestling Team Coaches at Huntington High School were also recognized. Mrs. Bell said her only disappointment was these students were not featured in the newspaper and she has shared this with the education writer for the *Times* as well as Channel 3.

VISITORS

President Priest acknowledged members of Boy Scout Troop 316 and welcomed them to today's meeting to observe the work of the elected officials.

Felicia Edwards requested a meeting with School Board Member Curtis Hooks regarding her son, a student in Caddo Parish Public Schools.

Frederic Washington shared that recently the State Department released a list of schools that are called high performing, high poverty schools and he would like the board to look at the two schools recently added to this list (Claiborne and Judson) and determine if they are in fact high performing, high poverty schools. He said he believes the goal in doing this is to make everyone aware that there are schools with a high number of students who live in poverty and this is their justification for the harsh reform. He shared with the board that according to the Department of Education, a high performing, high poverty school is one that is 90-90-90, which means that 90% or more of the students are minority, 90% or more made basic or above, and 90% or more are on free or reduced lunch. He further stated that according to recent reports in the newspaper, 40 of Caddo's schools will have a letter grade of a D or F; and he urged the board to send a resolution to the State Department of Education in opposition to the letter grade and that we will not acknowledge these schools as high performing, high poverty schools.

Jon Glover shared with the board her disbelief in the board's willingness to accept the explanation given on Tuesday, February 1, 2011, regarding the compensation plan. She said the extent exercised in delivering such, she believes, was unique at best. Ms. Glover said in totally understanding there may be a need to address the salary schedule, more timely than had been done, it just doesn't provide the essence of what was shared. A market study was done and the results determined that the support personnel was being paid adequately based on one's perception and inadequately as was shown in the compensation plan. She said she believes the need to devalue the employee's worth is truly evident; and with the system currently being in a financial crisis, as reported by those who oversee the budget, yet when she looks at the budget, she wonders why. Ms. Glover stated that it is more than obvious because when funds in excess of \$1 million are expended for a project, \$700,000 to implement another project and \$193,800, one can see why these crisis have arisen. She said that each project alluded to had sufficient staff to perform the task associated therewith, yet we opted for outside sources. Ms. Glover noted that she came through the system when the schools were separate, Black and White, and saw those who fought diligently to end segregation and endured adapting attitudes and behaviors that were inconsistent with what they knew. She said when something is new and very few understand the newness, it leaves others blind; and when integration came aboard, it was known that equality was the focal of the fight and ultimately is what they thought they were getting, but in the end this was not true. Just as integration had its own demons, so does the compensation plan in that the employees were given only the information that those in power thought was pertinent and everything else was left to chance. Ms. Glover said support personnel came to the board in good faith with issues and concerns about their salaries and the board turned a deaf ear the same as those who devised the Civil Rights Act of 1964 when they hid things in the act that promoted their own interests and not the interests of those that needed the attention. She said she believes everyone can agree to disagree that this plan is less than effective and it offered no relief to the support personnel. Also, she stated if the present market value of a support employee has diminished, she wonders what it has done to the administrative employees, and is it true that the rich only get richer and the poor remain poor. Noting that a few support employees did well above what was expected, but the vast majority lay dormant with their salaries; and if the effects of the economy are so devastating, she wonders why the administrative personnel are not complaining about their salaries as the support personnel are. She asked the board to remember that all are employees of the Caddo Parish School System and all contribute to making the system world class for world class students.

Hayden Flint, student, shared with the board his experience in attempting to get assistance from staff in changing his schedule so that he can spend more time at work since he has far exceeded the requirements toward graduation. He shared with the board the steps followed and the time it took to get a response, which he still has not received. He also said he met with the superintendent who reprimanded him for contacting the State Department about this issue, and told him it should have been handled at the school level. This is when he told him that it had not

been handled at the school level, and the superintendent dismissed him saying that the Chief Academic Officer needed to address this issue. Mr. Flint provided copies of documentation of his request and asked that he be given a response as soon as possible, along with an explanation as to why it could not be handled at the school level and why it took more than four weeks to be resolved.

Darrel Robinson, Caddo Association of Educators, shared with the board on the new grading system for Louisiana's schools and referenced the letter penned to the Louisiana School Boards Association and printed in the *Times*. He also noted a case where Colorado adopted a proposed plan by a coalition of businessmen forcing education reform that endorsed the same strategy and how they quickly adopted and launched this plan, but they quickly abandoned it because it did not work. He said he questions if everyone is willing to ban together and get this repealed. Following his previous comments to the board on the new grading system, he spoke with employees and they are not aware of the grading of schools and value added, thinking that a lot of what is happening is as a result of the local board. Mr. Robinson stated that he believes it is incumbent upon the board to make all the employees aware that these things are coming from the state department. Mr. Robinson also shared that Paul Pastorek recently stated that we have finally begun to not only reform, but to transform education of the United States and that public education has been a monopoly for over 100 years. Until we dismantle the monopoly, create a competitive environment and create places where creativity initiatives thrive in the school buildings, we will never be successful. He asked why is public education a monopoly when there have always been private schools, church related schools, home schools, and all types of charter schools? He asked are thousands of Louisiana children not thriving and succeeding in Louisiana Public Schools? He asked are not children in public education in Louisiana subjected to some of the most creative and self-motivated teachers in the country? Or is Pastorek speaking of being successful in destroying public education as we know it and replacing it with some corporate board room thought out clandestine scheme to privatize education in the name of reform or to put public education money in the pockets of for-profit education companies? He said he believes it is important that those being affected must play this game together.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, stated that the Federation has recently joined "Better Choices for a Better Louisiana", sharing the concerns of many non-profits that there needs to be a more balanced approach to solving Louisiana's budget problems. She said they believe it's important to look at ways to fill budget needs in our state instead of taking the approach that cuts are the only answer. She said we are facing a \$1.6 billion deficit which is the first fiscal crisis since the great depression. Mrs. Lansdale said the question is how does a state with a healthy budget a couple of years ago end up this way? She referenced the current economic recession felt by the entire nation, but mostly we find ourselves cutting health care, and education and other programs important to supporting a healthy middle class because of the choices the state government has made. She said she believes joining with "Better Choices for a Better Louisiana" will offer the opportunity to elevate our voices by saying lets make better choices, lets be transparent in our choices, lets evaluate every single funding string and save, but not at the expense of the future of the State. Mrs. Lansdale said the request is being made of the Caddo School Board, the overseers of Caddo's budget, to take the same approach. She compared the current fiscal state with the fiscal state in 2003 and when it happened in 2003, the board stated it would not happen again on their watch, and she asked what happened? Seeing a failure by the State to fund any increases in the MFP, and knowing that the increase in insurance and retirement costs created a one-two punch, they are asking the board to be transparent in its fiduciary decision making and examine and pursue every funding stream possible - choosing the school house over Wall Street, choosing employees over consultants, and choosing to make better choices for a better Caddo.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Chief Academic Officer Turner highlighted the items on the agenda for the board's consideration. President Priest announced that items 6.02-6.03, and 8.01-8.07 are the consent agenda. *Mr. Riall moved, seconded by Mr. Burton, to approve the consent agenda for the February 15, 2011 CPSB meeting.*

Mrs. Lansdale brought to the board's attention her concern regarding Item 8.01 and the fact that there is a grievance coming to the board regarding the Occupational Therapists and the Physical Therapists and the issues they have beyond what is on the agenda. She asked the board to

reconsider whether or not it is prudent to pass this at this time; and if so, they will proceed with the Level IV grievance.

Regarding Item 8.06, Mrs. Lansdale stated that according to her calculations, the monies from the leases total approximately \$800,000, and shared with the board a write-up in West Virginia on the DeSoto Parish School Board approving an extra payment in December from the Haynesville Shale, as well as noting that employees in Red River Parish received a pay increase of an additional \$2,500. She also said the information stated that the southern one-third of Caddo Parish had a gas well every square mile and how well the parish has done in leasing public land for exploration having put approximately \$40 million in the bank to date. She said she finds these facts interesting and also that the districts were willing to pass these monies on to the employees. She asked the board to make sure that any extra dollars available go to the classroom and not pet projects.

Vote on the motion carried unanimously and the following is a summary of the board's action.

Item No. 6

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

Classified

Catastrophic Leave, February 2, 2011-March 16, 2011

Jo A. Sellers, Teacher, Summerfield Elementary, 18 years

Catastrophic Leave, February 18, 2011-April 8, 2011

Sharon Schule, Teacher, Keithville Elem/Middle, 11 years

Catastrophic Leave, February 7, 2011-March 21, 2011

Ashley Wachal, Teacher, North Caddo High School, 2 years

Sabbatical Leave (Medical), January 18, 2011-June 1, 2011

L. D. Addison, Teacher, Captain Shreve High School, 8 years

Leave Without Pay, February 22, 2011-June 1, 2011

Audrey Sullivan, Teacher, Herndon, 7 years

Classified

Catastrophic Leave, February 11, 2011-March 25, 2011

Mickey Ferguson, Bus Driver, Transportation, 1 year

6.03 Other Personnel Transactions Reports. The board approved the other personnel transactions reports for the period of November 2, 2010 through December 9, 2010 and November 20, 2010 through December 17, 2010 as submitted in the mailout.

Item No. 8

8.01 Revised Compensation Configuration/OTs/PTs. The board approved the recommendation to reestablish the base pay + 10% premium as the salary configuration for this group of employees, effective immediately.

8.02 Resolution of Continued Employment. The board approved the resolution directing the superintendent to write letters of reasonable assurance of continued employment as recommended by staff and submitted in the mailout.

8.03 2009-10 Financial Audit. The board accepted the 2009-2010 Comprehensive Annual Financial Audit as submitted.

8.04 Approval of Beverage Contract-Northwood High School and Louisiana Coca-Cola Bottling Company. The board approved the beverage contract between Northwood High School and Louisiana Coca-Cola Bottling Company as submitted in the mailout.

8.05 Beverage Contract Proposal-Caddo Middle Magnet and Louisiana Coca-Cola Bottling Company. The board approved the beverage contract proposal between Louisiana Coca-Cola Bottling Company and Caddo Middle Magnet as submitted.

8.05 Resolution Calling for State Mineral Board to Lease Minerals on Various Properties.

The board approved the resolution regarding oil, gas and mineral leases on various properties owned by the Caddo Parish School Board as submitted in the mailout.

8.07 Approval of Board Representative on Discipline Review Committee. – The board approved Bonita Crawford as the CPSB’s representative on the Discipline Review Committee.

8.10 Letter/Resolution to LSBA. The board approved the proposed letter to the Louisiana School Boards Association as submitted in the mailout.

BIDS (PURCHASING)

Mr. Rachal pointed out that these are grant dollars and the board at one time received a report on the amount of dollars we received in grants. He asked staff to provide him with the report that shows the amount of grant dollars we have received.

Mr. Riall asked staff what schools will benefit from this grant? Mrs. Turner responded M. J. Moore, J. S. Clark and Woodlawn.

Mr. Rachal moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: Rhodes Strength Training Systems, totaling \$45,878.70 and Fitness Expo, Inc., totaling \$65,990.56 for the purchase of PEP Grant Exercise Equipment. Vote on the motion carried unanimously.

CHANGE IN MARCH 1, 2011 CPSB EXECUTIVE COMMITTEE MEETING DATE

Ms. Priest announced that she visited with the superintendent regarding the Vision 2020 report that is to be brought to the board at the first meeting in March. With the superintendent being out of town for a week, this will allow additional time to prepare the report for the board. Mrs. Turner further explained that the recommendations are still being fine tuned and the superintendent will be scheduling individual meetings with board members to explain the Vision 2020 recommendations.

Mrs. Bell moved, seconded by Mr. Burton, to change the March 1, 2011 CPSB Executive Committee meeting to Tuesday, March 8, 2011. Mrs. Armstrong inquired of the dates the superintendent will be meeting with the board members? Ms. Priest responded that she doesn’t have the dates, but in meeting with him, he explained to her that he would be calling to meet individually with board members. Mrs. Armstrong stated that she asked this because of the dates the LSBA Convention will be held. Ms. Priest said that the superintendent is aware of these dates. Vote on the motion carried with Board members Crawley and Armstrong opposed and Board members Riall, Green, Burton, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.

SCHOOL CALENDAR

Mr. Ramsey moved, seconded by Mrs. Bell, to adopt the calendars as proposed by staff.

Mrs. Crawford stated that some of the schools’ graduations are scheduled for 8:00 p.m. during the week and she believes using students to work at the graduations could be a problem. She asked that all high school principals whose graduations are being held at this time to determine if the scheduled date and time will work for them. Mr. Rachal asked if the administration met with the employee groups and organizations and everyone is o.k. with what is being proposed? Mrs. Turner responded that Dr. Dawkins did meet with various groups of principals and shared this information with them. Mr. Rachal asked if everyone was involved in the process that should have been involved? Mrs. Turner responded she does believe that effort was made and noted that suggestions were made and the group provided suggestions. Mr. Rachal asked if the process of setting the calendar is working more smoothly than it has in the past? Mrs. Turner said she believes staff is working very hard toward that area. Mr. Rachal said to him, he believes it is going a lot smoother than it did years ago and commended everyone for the hard work in bringing these calendars in advance.

Miss Green stated she loves the format for the graduations at the convention center, but she is concerned that 5:00 may be too early because of parents not getting off work until 5:00.

Mr. Riall stated that he is seeing the 2012 graduations on BoardDocs and he doesn't find 2011 and asked if he missed it. He asked if he is correct in that everything this year is on Friday and Saturday and why are we not having on Monday, Tuesday, Wednesday? Dr. Sara Ebarb explained that the 2011 graduations are more than just the weekends and this schedule was already set before she began working on the 2012. She did explain that one reason the graduations are spread out in the way proposed is to allow room for everyone in the convention center. She added that an attempt was also made to complete the graduations before the Memorial Day Holiday weekend since it appeared it was a problem for those who desired to be out of town.

Mrs. Armstrong asked about a copy of the 2011 schedule, because it has come to her attention that Southwood's graduation is scheduled for 8:00 on a week night, and her opinion is that this is too late for a graduation for one of the district's largest high schools. She said if that is still the set time, she is asking that staff address this.

Mrs. Bell asked why is it changed, because she thought it went well last year on the weekend. Dr. Ebarb explained that what she is working on is for the following year, because the graduations for 2011 were set before she was assigned the calendar – early July last year; but the 2012 dates are shared with the board so they can be set at the convention center. Dr. Ebarb also explained that one of the items discussed was the amount of time between the graduations and the need to allow more time to get people out and in and for parking.

Reginald Abrams explained that he understands contracts have already been signed for this year and the schedule presented for 2012 with Southwood's graduation set for 5:00 on Sunday. Mrs. Bell said she is looking at the graduation schedule for this year and it is fine, but she doesn't understand why change what was a great schedule? She added she understands about the problem of Memorial Day, and believes we need to look at the 2012 schedule.

Ms. Priest explained that the motion is to approve the 2012-2013 calendar.

Mr. Riall moved, seconded by Mr. Burton, that the board approve the 2011-2012 calendar with the exception of the 2012 Spring graduation schedule. Mrs. Armstrong asked how soon do we have to make contracts with the convention center to reserve the spaces for graduations? Mr. Abrams explained that the last contracts were done by Mr. Thomas, but were not signed until November. Mrs. Crawley said she believes Memorial Day weekend is a good time for graduations and we are not going to be able to please everyone. She also reminded everyone that graduations in the past were held on Mother's Day weekend.

Vote on the substitute motion carried unanimously.

Mr. Ramsey asked for clarification and that the motion approved only one calendar and there were two on the agenda. Mr. Abrams explained that he understands the calendars presented (2011-2012) also included dates, i.e. test, retest, that were not on the original calendar so staff was asking for this to also be approved. The substitute motion did not address that, but only the 2012-13 calendar, so a motion is needed to approve the 2011-2012 calendar as amended.

Mr. Riall moved, seconded by Mr. Rachal, to approve the 2012-13 calendar. After discussion and clarification, *vote on the motion carried unanimously.*

RECOMMENDATION TO CONTINUE TO FUND GASB/OPEB LIABILITY

Mrs. Bell moved, seconded by Mr. Ramsey, to continue funding the GASB/OPEB Liability as recommended by staff and included in the mailout. Mrs. Crawford noted that two years ago discussion was held on changing the policy relative to retirement so that anyone who came to Caddo with the majority of their time from another parish could not retire from Caddo and cause Caddo to pay their retirement. Randy Watson, director of insurance, noted that Mrs. Crawley asked this question at the last meeting and he provided a response, which he believes was sent to the board. He explained that because the district receives state funds, we have to follow the Office of Group Eligibility (OGB) who makes the rules relative to eligibility. He further

explained that the law states that if one is on the insurance at the time of retirement, they are allowed to keep that insurance. In researching Caddo's retirees, Mr. Watson announced there are about 75, in approximately 3,500 retirees, employees that retired with less than five years, and this includes those that took medical retirement. Mrs. Crawley stated that she still would like to look at this further, because it bothers her that someone could retire after one year in the district. Mrs. Crawley said she asked that this item not be on consent so she could ask the superintendent, who recommends items for the agenda, and the president, who actually places items on the agenda, to submit money items during the work session so the board can ask questions in order to understand it. She expressed her appreciation to Mr. Watson for answering her questions, but she believes the public needs to hear this since they do not want the board to spend money that they have not discussed. Mr. Burton called for a Point of Order and stated that the reason it isn't always possible to have everything at the work session is because the board only meets twice a month; therefore, there will be items that come up that need to be addressed. He said this was discussed before and no one can know what might come up and needs to be addressed. Mrs. Crawley asked that she would like to have these type items at the work sessions if at all possible.

Mr. Watson responded this is a windfall for Caddo and the \$1.2 million is not costing Caddo anything and was money received through the Federal Government Early Retiree Reinsurance Program. This program is a part of the healthcare reform law where Congress set up a \$5 billion fund designed to reimburse employers that offer retiree health care coverage for retirees between the ages of 55 and 65 that do not qualify for Medicare. He explained it is a very involved process and we were notified and received these funds in the middle of January. In anticipation of the funds coming in, the OPEB Trust Fund Committee, which the board approved several years ago to put retiree drug subsidy monies into that fund, met in January and is putting together a recommendation to the board that this found money be put into the OPEB fund. He said what the committee wanted to do is research what these funds could be used for, and in seeking counsel learned that the money could only be used for healthcare cost and not in the General Fund for general purposes. He said while it was brought up at the work session, at that time, staff did not have all the complete details. He also explained that we are required by law to send out a notice promptly upon getting the funds to all the employees and let them know we have received the funds and how the funds will be used, which is why it is on the agenda for approval.

Ms. Priest said even though it is a law, she believes sometimes we can question the law and maybe we can move forward through the Louisiana School Boards Association to look at changing this law.

Vote on the motion carried unanimously.

Introduction. Mr. Rachal introduced Noah (from the visiting Boy Scouts) and announced that Noah actually cast the vote on the school calendars. He stated that he appreciates the Boy Scouts being in attendance at today's meeting.

SUPERINTENDENT'S REPORT

Chief Academic Officer Turner announced that there is not an update on the Superintendent's Target Schools, but that staff did have information on the Bullying Video that they wished to share with the board. Mr. Burton reminded the board of the Sunshine Law and the fact that staff cannot discuss any item that is not going to be put to a vote and asked that the item Miscellaneous Items to be removed from the agenda.

ANNOUNCEMENTS AND REQUESTS

Mrs. Armstrong asked that this year's graduation schedule be reviewed, i.e. Southwood's is scheduled for 8:00 on a week night.

Mrs. Armstrong asked if when a student completes the Fight Diversion Program, is it correct that all the records are to be expunged, because JPAM is still showing a student's personal information regarding incidents that occurred. She asked staff to look into this.

Mrs. Crawford announced that she and Dr. Robinson attended the Federal Relations Network Conference in Washington, D.C., having the opportunity to visit with Louisiana Senator Mary Landrieu. She said even though they did not get to meet with the others, they did advise their

aides of the issues local school districts are facing, i.e. No Child Left Behind. Mrs. Crawford also announced that they asked each of our representatives in Washington to speak to the State Superintendent and Governor about supplanting of MFP funds with the EduJobs funds and is the issue they were able to talk with Mary Landrieu face to face.

Miss Green thanked Dr. Dawkins for attending her “Work it Out” session as well as Mrs. Bell for bringing the welcome. She also thanked CAE member Ms. Savannah for attending this session. Miss Green announced that she visited the schools in her district and she is very proud of the hard work she is seeing to get test scores up. She also shared her disappointment at what she saw at Newton Smith and it is important that this issue is addressed very soon. Miss Green also shared with the board that she visited Green Oaks and she is very impressed with them and the yearbook that the students actually published.

Mr. Hooks announced that he is not the board member from Caddo Heights; and as he has expressed before, he believes there are a lot of teachers harassing others, including students, and is something he wants addressed quickly.

Mrs. Crawley asked that staff look at the policy that says we can’t modify a schedule to help a child succeed and how we need to proceed to address this.

Mrs. Crawley asked how can we proceed to collect the funds from the state that the Federal Government sent us or is there a Class Action Suit against the state? She said we do not want to wait until the Governor takes it out of that.

She also stated that Byrd’s graduation is also long, and it can’t begin at 8:00 p.m.

Mrs. Trammel asked about clarification on the line that divides Caddo Heights? Ms. Priest responded that following the meeting, they will review the district maps.

Mrs. Bell stated that she and Mr. Riall share Timmons and she and Mrs. Armstrong share Walnut Hill, but she asked months ago that we file a lawsuit against the education department for our money and she is again requesting this to happen.

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

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

March 8, 2011

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 8, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey and Ginger Armstrong. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Trammel led the invocation and Pledge of Allegiance.

President Priest announced that today's meeting is being broadcast in Room 1 to allow for overflow seating since the Fire Marshall has indicated everyone needs to be in a seat.

PRESENTATIONS

Vision 2020. The board and audience viewed a DVD presentation that highlighted how the world has been touched by the current economic conditions. The presentation presented how stock markets have continued to fluctuate and how school districts around the country are being affected as they are expected to do more with less. School districts are seeing an increase in the accountability standards, public education is under the microscope and is being attacked like it never has before. It was reported that the state, in the past year, underestimated the number of public school students and this estimate was approximately \$42 million short; and on top of that, the State is facing a \$1 billion shortfall on its own. It was noted that Caddo is at a crossroads and where the same old way of doing things will not cut it anymore, Caddo can choose to be a victim or it can choose to step out and make pro-active decisions that support the students and staff. Vision 2020 is about building upon what works and taking another look at what doesn't; it's about working more efficiently and effectively; it's about making the choices or having them made for us; and doing nothing is not an option because our children and community deserve better.

Superintendent Dawkins shared with the board and audience staff's recommendations for implementing Vision 2020. He said this is a historic juncture for the school district in that it will be a long-term course and direction for all of Caddo's students and staff. He said the plan will focus and re-focus our resources on academic achievement and the safety and welfare of all our students, as well as solidify long-term instructional, operational and fiscal stability for Caddo Parish Schools. He also stated that this plan will insure the viability of Caddo Parish Schools so that the current and future students will have the opportunity to attend world class schools from preK through 12th grade.

Dr. Dawkins highlighted the Vision 2020 process to date, a process that began shortly after he began his tenure in Caddo. Meetings with community leaders were held to discuss the school system, what affects the school system, instructional programs and operational efficiencies, as well as those things that were perception or real. He stated that a facilities study was conducted with board approval to look at the infrastructure of Caddo's schools because superior instruction must be supported by superior infrastructure. Community and staff surveys were conducted last spring, presentations were held during the summer, feedback was received from parents, students, staff and members of the community. The feedback submitted was presented to the school board and an additional survey to determine whether or not people felt like they had an opportunity to meet with us, with over 15 community meetings being held. He reminded the board that from the feedback, 98% of the people surveyed noted that the school district was among the top five most important issues in the community. He said the primary concerns expressed by students were uniforms and discipline, and noted that our students do want discipline. Dr. Dawkins stated that parents in the community said that facilities and technology was important to them, and teachers and staff said attendance (students being in school everyday), and communications within the schools and with parents is important. He also added that everyone said that equity of resources was a top concern. In the January survey, Dr. Dawkins shared that 91% of those surveyed indicated they were satisfied or very satisfied with the opportunities for input. He also reminded everyone that over the last 20 years the Caddo Parish Schools population has

declined by 8,000-9,000 students, and the demographics have changed. The superintendent also reminded everyone that the mission is to improve the academic achievement of all students, every student, and the overall district effectiveness. He said we also must operate at a high level and high pace to be as efficient as we can in our operations. The vision to create world class schools is every student should be afforded every opportunity to compete in a global society. He said every child must have the benefit of all the resources that are available to them. Dr. Dawkins announced that the recommendations being brought tonight are in the areas previously discussed with academics being the main reason for being in business and anything else being secondary. The areas include (1) academics, (2) operations, (3) facilities, (4) policies, and (5) legal. Dr. Dawkins explained that the proposed plan will be presented in three proposed phases.

PHASE I - ACADEMICS

Superintendent Dawkins said that the academic achievement under Phase I will be that all students will read on grade level by the end of the second grade. He said staff has reviewed data for the past couple of years, and he believes we need to do a better job with youngsters coming into our system and not allow students to leave second grade without reading on grade level, and we will refocus some of the district's resources and energies to make sure this happens. Improving classroom management and student behavior are also important areas to address so teachers can teach and students can learn free from distractions. Dr. Dawkins stated that it will also be important to eliminate any ineffective instructional practices and programs, as well as expand career, vocational and technical options at the middle school level. Increasing graduation rates as well as job and college readiness in order for students to graduate and be able to attend college or have the necessary skills to get a job and be a contributing member of society are also key areas we will address. He said it is also important that we find ways to get parents engaged in the success of the students and to support teachers and principals in the schools when they try to do their jobs. Superintendent Dawkins also stated that we need to expand our outreach efforts to create effective community partnerships and be better in connecting with agencies in our community.

Chief Academic Officer Turner shared with the board that in terms of academic achievement the current data reflects that at the end of the 2nd grade, based on Dibels Assessments, that 60% are at grade level, meaning 40% are not on grade level. When looking at all tested students in the area of English Language Arts at the 4th grade level, and looking at unsatisfactory and those students not quite at Basic but approaching, there is 35% (17% unsatisfactory and 18% approaching basic). In looking at the English Language Arts state assessment scores at the 8th grade level, one will see 46% falling into this area. Looking at the graduation rate, 58% are on target, 40% are not. This translates into four out of ten students are not ready to graduate, which impacts the graduation cohort rate. Mrs. Turner also made the board and audience aware that 1/3 of the kindergartners enrolled is what will be enrolled for the next school year; and she noted that 2/3 of the students come into our kindergarten without the privilege of Caddo's pre-school experience. She said staff is currently working with early childhood agencies to communicate the needs and resources available to parents and students at the kindergarten level. Areas the district is faced with, and that the staff is concentrating on, are robust vocabulary development, number sense, alphabet recognition, etc., to work together to develop readers and thinkers for the future. The pre-kindergarten through second grade instructional staff need the support in making sure we have created the strong foundation in these areas. She reminded the board that in preK-2nd grade, students learn to read; however in the third grade, students read to learn. She stressed the importance of the parents receiving this very clear message and that we are all working toward the same end, to improve the literacy in our schools, our students and our families.

Mrs. Turner said that in improving classroom management and student behavior, we expect and want comfortable learning environments, optimal learning environments in our classrooms, and in order to accomplish this, a move will be made to district wide screening in three areas to make certain that teachers have the information they need to educate the children: (1) reading and math at every level, (2) behavior to identify

students that may be at risk and support those students so we can connect them with services they need, and (3) learning styles to bridge gaps and capitalize on each student's strength. The data from these three screenings will be used to create individualized learning paths and plans.

She said this information will be very critical to a teacher's planning. With the elimination of programs, expanding the technical optional program, and increasing graduation rates, it will be important to reconfigure the feeder patterns to the schools to reduce transitions and reallocate staff and resources. She explained that in order to maximize our resources for the reading of instruction, and the support of the teachers. Mrs. Turner stated that according to the Louisiana State Accountability System for 2009-2010, and reviewing the schools with different configurations, the following data was found. In schools that are preK-12, zero of the 55 schools in the state are in AU Status. In configurations with preK and K-8, zero of the 23 schools in the state are in AU Status. She also reported that there are 22 schools with the 6th – 12th grade configuration and only one is in AU status and it is a new configuration that has not completed the test cycle. In the 7th-12th grade configuration, there are 39 schools and zero of the 39 are in AU Status. In an 8th-12th grade configuration there are 66 schools and 5 of these are in AU Status.

Relative to where the district is with technology, Mrs. Turner stated that the SDE survey from 2009-10 shows that 15.3% of the 8th grade students are proficient with technology. Fourteen (14%) percent of the 10th grade students are proficient using the same survey, and 43.2% of the teachers are proficient with technology, based on the same survey for teachers. She also reported that 59% of the administrators are considered proficient.

Regarding Professional Development in the area of technology, Mrs. Turner reported that 1,617 teachers and staff have attended training during the 2010-11 school year; with 112 training opportunities being provided during this school year through the Caddo Teacher Technology Center.

Chief Academic Officer Turner also explained that based on a survey completed by the schools, 17,236 computers are connected to the internet, 2,735 teachers have internet access at home and 24,253 students have internet access at home. She said she believes this identifies the areas of technology that we can strengthen by utilizing on-line resources for the district's schools. She also highlighted the on-line available book resources at the elementary, middle and high schools that are under utilized.

When talking about increasing graduation rates, college and job readiness, utilizing technology, and the expertise and professional development support of Caddo's teachers, Mrs. Turner said it is believed that the district is in a very good position to move forward in these areas, requiring parents and guardians to be a part of the plan for student success. She added that it is very important that all pertinent data is shared with the community and that we are able to identify needs and use community expertise in assisting the district to accomplish what needs to be done in the area of academic achievement.

Dr. Dawkins clarified that every child in grades K-2 will be able to read on grade level by the end of the 2nd grade even if it means students need to read 4 hours or more a day, because we cannot afford another student to leave the school district without the best reading skills.

PHASE I – OPERATIONS

Superintendent Dawkins stated that information is being brought to the board relative to balancing the 2011-12 budget, because if we do not do what we need to do within the confines of our resources, there are problems. He said it is also very important to restore the district's fund balances to acceptable levels. He explained that it costs the district a little over \$1,000,000 a day to operate, and at this time Caddo has a fund balance for approximately four days. The superintendent said it is also important to improve the transportation and fleet efficiency because Caddo transports over 22,000 students each day on about 500 buses. He said staff does its best to move the students as efficiently as possible; however, he believes we can be more efficient. Dr. Dawkins said it will also be

important to eliminate inefficiencies in support staff and services if there are duplications of work; and if the work is not tied to student success, he believes a strong look should be taken at this. He also stated it is important that the district provides skills in leadership training to effectively support the schools.

James Lee, director of finance, shared with the board the challenges and increased demands the district is facing. He shared with the board how the video reflected what is happening in the country relative to finances and education, and how it is carrying over in Louisiana. Mr. Lee shared with the board that the draft budget reflects basically the same as the 2010-11 budget with the only exception being they rolled into it the salary step increases for employees, as well as the estimates for increases in retirement costs and in health care costs. In referencing the bottom line, and if the decision is made to do nothing, Mr. Lee reported that there will be a \$20 million deficit next year. At this time, changes need to be made to have a balanced budget. Mr. Lee also explained that while adjustments are made to break even for the coming school year, it will be necessary to make adequate changes so the district does not find itself in the same situation again. Mr. Lee stated that he envisions a fund balance in the range of \$10-\$15 million so that when issues arise, there are funds to take care of them.

For the sake of the students and for the future of the district, Mr. Lee said it is important that we maintain our financial liability. Options (emphasized) being considered over a three-year period include reducing travel and supplies at Central Office in each department by 25% (\$200,000), foregoing the salary step increments (\$1.5 million); eliminating the base incentives at target schools (\$4 million annually); increasing the student teacher ratio in all classes at all schools by two students (\$6.4 million); reducing the use of substitute personnel (\$2 million annually); and eliminating the \$200 teacher allotment for supplies (\$600,000). Mr. Lee stated that while these are only options being considered at this time, it will be necessary to make up the proposed \$20 million deficit in the coming year.

Chief Operations Officer James Woolfolk began his comments by stating that when staff began looking at the proposed deficit, a group of staff members met in a room to begin brain-storming anything and everything that could be done to address this matter, a time for everyone to open up their minds to not doing things the way they have always been done, but to the future possibilities. He said staff understands that some of these ideas may not be approved, but the important thing was to open up our minds and think of ways we could address the issue. Mr. Woolfolk addressed improving transportation and fleet efficiency, eliminating inefficiencies in support services, and providing skills and leadership training to effectively support our schools. He stated that the main subject he will address is the elimination of any inefficiencies in support services, because the number one priority is educating all the children and number two is to make sure they get to school and home safely. Mr. Woolfolk stated that one of the main goals will be to eliminate late buses and one way will be to centralize all buses so we know where buses are at all times, and to do so we will incorporate GPS systems in all the buses. In looking at operations, he believes it is necessary to do a better job of communicating with the parents by making sure our phone service and our customer relations are accurate and polite. Mr. Woolfolk stated that he believes there needs to be a focus on how transportation can be redesigned so the department is handled in a more efficient way. He also said there is a need for more flexibility and efficiency in transporting routes and in doing this, staff will look at direct routes, exchanges, bus loading, time on the buses, etc. that can be put into the software in order to determine if the buses are being used as effectively and efficiently as possible. He also said that alternatives will be looked at for transporting students (alternate means i.e. use of city buses in the inner city). With over 400 buses, 256 fleet vehicles for a total of 656 vehicles that we maintain, staff will look at how we service and/or replace parts, doing in house or having someone else do the work. In eliminating inefficiencies in support services, Mr. Woolfolk explained that every department in Support Services will be reviewed for cost effectiveness. He further added that Central Office Reorganization will be looked at from the angle of removing the walls between the functions, creating cross functional work. He said we will not be able to continue to survive as we move forward when there is a lack of cross functional work. Duplicate assignments, vacant positions, positions reclassified are areas that will be addressed. Regarding absenteeism, it is hard to determine what happens when

someone is absent and there is a sub filling in and how it affects the program. We will also look at technology and what it is doing for us to make the district more effective and efficient. It is very important to look at everything we do as a district and determine if it is more efficient for us to do it ourselves or is it more cost efficient for someone else to do it. Mr. Woolfolk also stated that staff will look at the consolidation of duplicate functions. Lastly, he added that it will be important to provide skills and leadership training to effectively support our schools (employee development) and district, because it is not only important for teachers to promote world class schools for world class students, but it is everyone's responsibility. He said it is our job to make everyone the best they can be and good leadership is important in making this happen, and it will be important that skills are developed so everyone in a particular category (i.e. bookkeepers) is doing the same thing and the same way.

PHASE I – FACILITIES

Superintendent Dawkins stated that in looking at facilities, we want to make sure we maximize facility utilization and reduce excess capacity. He said as mentioned in his opening comments, Caddo cannot afford to continue to operate facilities with excess space. In talking about the configurations, liquidating vacant buildings and unused properties, it is a great liability for the district to continue to be responsible for these facilities.

He referenced the line item in the budget in the capital projects fund for addressing health and safety issues and the board has supported those issues which support health and safety, i.e. leaking roofs, air quality issues, etc. and he will continue to ask the board for this support. Dr. Dawkins said it is also important that we ensure the energy efficiency of all our facilities. QZAB funds have been a source of funding that has allowed the district to upgrade the data, security, cameras in the buildings. He also stated that updating of attendance zones will be a part of this plan.

Steve White shared with the board that the Phase I projects being proposed will be ready for the 2011-12 school year, with the primary concentration being the consolidation of schools that can be done with current available funds. Mr. White said this list includes (1) reutilizing Donnie Bickham as a K-8 facility, combining the existing Donnie Bickham with the existing population of Blanchard and taking Blanchard off-line (anticipated savings of \$1/2 million), (2) reutilizing Ridgewood as a K-8 facility, combining the existing Ridgewood with the overcrowded portions of Forest Hill, Summer Grove and Southern Hills. He said a 6-12 configuration would be looked at for Green Oaks, combining the existing Green Oaks with Newton Smith and placing Newton Smith off-line (anticipated savings of a little over \$1 million). Mr. White said staff will also look at a 6-12 configuration for Booker T. Washington by combining the existing BTW with the existing J. S. Clark and placing J.S. Clark off-line (savings of \$1 million). Staff is also looking at a 6-12 configuration for Fair Park, combining a portion of Fair Park with the northern portions of Bethune and M. J. Moore, placing Bethune off-line, and reutilizing Bethune as a support facility (anticipated savings of approximately \$2 million). It is also proposed that Woodlawn become a 6-12 facility, combining the existing Woodlawn with the southern portion of Bethune and southern portion of M. J. Moore, and bringing M. J. Moore off-line. He said staff is looking at combining Mooretown ECE with 81st Street ECE, with one section of each grade 1 through 5 returning to their home schools (anticipated savings of \$950,000). A single campus concept for Huntington-Turner is being considered as a K-12 facility, with 6-12 being housed at Huntington and K-5 at Turner, combining the existing Hillsdale with Turner and bringing Hillsdale off-line (\$850,000). Mr. White explained that staff believes all these recommendations can be implemented with the 2011-12 school year with current funding and the total overall savings in the next year would be approximately \$6.3 million. Regarding questions relative to revised attendance zones, Mr. White shared the proposed revised attendance zone for the Ridgewood K-8 facility, as well as the new Forest Hill, Summer Grove, and Southern Hills attendance zones.

Dr. Dawkins also added that staffing configurations, building configurations and issues of safety and flow of students will also be considered and documented as part of the work.

PHASE I – POLICIES

Superintendent Dawkins explained that there will be recommended changes in policies that directly impact the district's charge to improve effectiveness and efficiencies in academics and operations, as there are some policies that hinder the work we need to do. Dr. Dawkins also stated that it is also recommended that a professional service be contracted to assist the district in the tedious task of addressing the district's policies and helping us stay current with the state laws.

Dr. Mary Nash-Robinson stated that the policy manual is 800 plus pages and it is obvious that the way things are done will need to be changed. Currently the policy manual has been subdivided into nine sections with staff assigned to review each one, charged to review and identify what they believe to be procedural content. These recommendations will be reviewed by the superintendent and submitted to the board for consideration. She said there are some policies that will become priority quickly, i.e. staffing formulas, class sizes, leaves, movement of students, transfers, appeal processes, retirement incentives, graduation requirements and student schedules. Dr. Robinson also stated that staff will also pose a proposed policy addressing general fund balances since one does not currently exist. She said staff is conferring with ForeThoughts, a consultant company that works in Louisiana providing these services in 61 school districts with a wonderful track record of operation and success. Dr. Robinson stated that the sub-committees will share with the board the progress of the work, with staff constantly assessing the budgetary end.

PHASE I – LEGAL

Dr. Dawkins announced that Legal Counsel Reginald Abrams will address this aspect and the Consent Decree. Mr. Abrams highlighted the history of the Consent Decree and that prior to 1965 the CPSB, along with most of the South, operated a dual school system, meaning a system engaged in the intentional segregation of students by race, and unitary is getting rid of the vestiges of that dual system, and is what everyone has been trying to achieve since the 60s. In 1965 the parents of 7 Black children sued the CPSB seeking desegregation of the Caddo Public Schools. In 1973, the CPSB was ordered by the court to implement a desegregation plan and a plan was developed and implemented. He further stated that in 1976, the school board filed a motion to have the School System declared unitary; and that the U. S. Government intervened in the suit to "oppose the motion." In 1977, the district court ruled that the school board had fully complied with the 1973 court ordered desegregation plan and declared the system unitary and dismissed the suit against the School Board. The U. S. Government then filed a motion to amend the judgment, which suspended the finality of it, after which the U. S. Government and the CPSB entered into negotiations in 1979-80 that resulted in the 1981 Consent Decree. The district court determined that the plan implemented was reasonable and appropriate for the desegregation of the district, and magnet schools were established in order to have a projected racial enrollment at each along with how the district would meet the projected enrollment so that the school system could be as racially equal as possible. In 1987, the School Board filed a notice of compliance and requested that the court rule that the school system had achieved unitary status; and in April 1990, based on a joint motion by the U. S. Government and the School Board, the district court entered into an order indicating that the Consent Decree was terminated. This order basically said there were three areas the CPSB still had to comply with: (1) to be fully unitary, the assignment of principals to schools, which was an old method of not being able to identify the school with a white or black principal, but you had to mix the administrators; (2) enhancement programs established at one-race schools; and (3) the establishment of the majority to minority transfer (M to M) encouraging students to transfer from a school where they were in a majority to a school where they were in the minority. Mr. Abrams stated that in 2005, the U. S. Court of Appeal indicated in the Cavalier case that the School Board had been released and it was not necessary to do anything other than these three things. As a result of the 2005 decision, Caddo Parish no longer uses two lists when it comes to racial enrollment and a different method of testing is now used to make sure everything is fair and equitable. Mr. Abrams said the effects of a unitary system is basically when the system actually can operate its own school system by the twelve members of the board based upon what the constituents want. He also explained that a unitary system is one

that in good faith complies with the Desegregation Decree for a reasonable period of time, eliminating the effects of past discrimination to the extent practical, and demonstrated that it will not return to the discriminatory manner in which it formerly operated under the dual system. He noted the current and previous makeup of the board members and the fact that the district in recent years has had two minority superintendents. Mr. Abrams added that he believes the district has certainly shown it is maintaining the status of being a unitary system. When declared unitary, Mr. Abrams explained the district is released from the judgment and from core supervision and can develop all its policies without any concern other than not having any discriminatory policies (which is a standard rule). Legal Counsel Abrams again stated that the only three areas we must be concerned with are: (1) showing the Justice Department that we have complied with the assignment of principals to schools, (2) that we have enhanced the programs at one-race schools, and (3) the M to M transfer provision has been complied with. Based on this, it is his opinion that the Caddo Parish School Board has complied with the 1981 Consent Decree and it could be declared unitary at this time.

PHASE II – ACADEMIC ACHIEVEMENT

Superintendent Dawkins noted that again under academic achievement in Phase II the board will see the provision of reading support for our teachers, extended learning opportunities for teachers, reassigning staff to school teams to address student behavior, piloting foreign language exploration, and expanding middle school technical career education.

Mrs. Turner explained that ways of providing reading support for classroom students, will happen by: (1) individual screenings and assessments for students across the district at all levels and specifically to those who are struggling by providing training for teachers in these levels to make sure they can be confident and competent about helping the children learn to read, (2) availability of on-line resources, as well as individuals working one on one with the classroom teachers to maximize their job imbedded application of the teaching of reading as a support piece. Mrs. Turner said that for the students, breaking down what they do not know or cannot do, the following ways will be implemented for addressing this: (1) reallocating the reading interventionist and specialist to support early elementary, specifically in the area of reading, (2) Saturday school to provide additional time for students to learn to read utilizing community resources and reading specialists and reading interventionists. After-school tutorials, intercessions, extended year (if needed) are things that will be implemented if that is what is needed to make our schools successful. Summer Reading Workshops and Reading Camps will be implemented to help our students. Staff believes if we take the 40% and raise it before the end of the second grade, we can make a difference in the district's achievement and graduation rate. Mrs. Turner announced that we know Caddo has the expertise in its district when it comes to reading instruction, and we want to make sure we are supporting our classroom teachers to make this happen. In talking about reassigning school staff to school teams to address behavior, it is because not having disruption in the classrooms and a safe learning environment is critical. Thus, staff is looking at redeploying the special ed support staff into classrooms with teachers, and looking at behavior interventionists, child psychologists, instructional coordinator and specialists to assist in this process as it relates to student behavior. She said discussion has also been held on collaboration with outside mental health agencies for targeted behavior of our students and support for the families.

Mrs. Turner reminded everyone that we all know the world that our students will encounter as adults will be vastly different from what we know today. Because of the rapid development of telecommunications, it is incumbent upon the district to offer students foreign language as early as possible so they will be at a comfortable level of using a foreign language in their job and their careers as a part of their communication. She explained that it is believed that by piloting foreign language at the elementary-middle level and extending what is already in place at high schools, we will provide a more equitable situation for foreign language acquisition across the district.

Mrs. Turner also stated that in order to project the future and understand consequences of today's actions, it is equally critical to do drop-out prevention for students at all ages.

She said that based on the data, incorporating career and life planning themes into academic subjects, that teachers will find students more motivated by topics relevant to their developmental needs and ultimately be able to achieve the goal that we want them to achieve. By expanding the middle school career and technical education program, students will learn a life and career planning process that they will be able to use on a daily basis, and academic subjects will take on new meaning within the middle and high school levels. Journey to careers, keyboarding, and introduction to business computer and application are three courses in place and it will be important to not lose sight of career exploration at the middle school level. Technological enhancements in all classrooms is necessary and it is critical that teachers have the materials they need to enhance instruction and professional development will be provided to make that happen. Reading support at every level will see remediation activities embedded into every middle and high school schedule in English Language Arts and Mathematics.

PHASE II – OPERATIONS AND FUNDING

Dr. Dawkins stated that the consolidation of funding for the 2012-13 budget is necessary to ensure that all the funding sources are consolidated as much as possible to maximize the district's dollars. He added that staff will assess and evaluate security operations, purchasing and inventory. Mr. Lee explained that in order to get to the 2012-13 budget, the district will need to get through the anticipated deficit for 2011-12 and it is important that the district build its fund balance up so it does not have the financial insecurity in the future that it is experiencing at the current time. This will be done by looking at additional cost savings.

Roy Murry, director of security, explained to the board that in the surveys conducted early in the process, the students ranked their most critical item as school safety. He said it is staff's goal to make the schools as safe as possible for the staffs and students and to continue to make school safety a priority. Mr. Murry stated that for approximately the last 10 years, assessments have been done annually, and often when looking at our process, it may be that it is not looked at with as critical an eye as is needed. The district recently applied for and received the REMS (Readiness and Emergency Management in Schools) Grant from the Department of Education for approximately \$500,000. This grant will be used to bring Safe Plans Incorporated from Missouri to do a risk assessment on every facility in Caddo Parish. He explained that these assessments will give staff an unbiased look at the level of security on every campus. While not all security measures provide the same level of protection, Mr. Murry stated that Safe Plans will rate each campus accordingly, i.e. they will rate a full time police officer on a school campus higher than they rate a camera system. In looking at the total operations, they will look at on-site law enforcement security on campuses, proximity of resources to the schools, school's intruder response plans, training school personnel how to handle intruders on the campus, making sure classrooms are all securable, making sure the threat assessment program is operating how it should, access control, visitor management, communications and video surveillance. He also stated that a detailed report will be provided for every facility and the assessments will help the district in the planning and allocation of security resources in Phase II of Vision 2020 and beyond. Once the assessments are completed, Mr. Murry reported that recommendations will be formulated and reminded the board that because safety is a priority of this district, any recommendation will not reduce the level of safety on any campus.

Dr. Dawkins assured everyone that the staff's and children's safety is priority and the security grant will allow staff to secure the schools when unfriendly things are happening on our campuses.

Tim Graham shared information with the board relative to the district operating more efficiently and being able to ensure that all resources get to the children. Mr. Graham explained that in order for this to happen an assessment and evaluation of the purchase and inventory process will be done by consolidating the current processes. He shared with everyone how consolidating facilities, reproduction centers (currently there are three), and updating the Central Purchasing whereby each school is not purchasing shredders and copiers will help. Regarding textbooks, many times PTAs raise funds to purchase textbooks. The inventory technology needs to be upgraded by making better

use of everything via the internet. If all these things are done, it could mean a savings between \$400,000 and \$500,000.

PHASE II - FACILITIES

Steve White shared with the board that goals in Phase II of Vision 2020 are unchanged and we will continue to attempt to become as efficient as possible with the facilities. Mr. White said the only thing that will change will be the projects available for completion for the 2012-13 school year. In looking at the facilities, it is being recommended that J.S. Clark be converted to a K-5 facility, bringing in components from Central Elementary and West Shreveport Elementary, placing Central off-line and reutilized as a possible support center, and placing West Shreveport off-line. Mr. White said the plan also includes redistributing the staff at Building 6 to the schools and placing Building 6 off-line for sale. He said these would be available for the 2013 school year and the operational savings for the consolidation of the J.S. Clark facility and bringing Building 6 off-line is approximately \$1.7 million which does not include any proceeds available from the sale of Building 6.

PHASE II - POLICIES

Dr. Robinson, relative to policies, stated that Phase II is self-explanatory and when procedures are pulled from the manual you are not eliminating them, but looking to revise them, abandon, etc. and the subcommittees are charged with this task. In Year 2 it is anticipated that professional services will be secured to assist in making sure that the district is in compliance with its policies and procedures. Dr. Dawkins added that with direction and approval from the Board President, staff will bring a review of these policy items by category to address the most needy areas.

PHASE III – ACADEMIC ACHIEVEMENT

Superintendent Dawkins stated that in looking at the alternative schools it will be important to make certain these are serving the purpose of the students, determining whether or not some redesign needs to take place with behavior modification programs and expanding programs relative to community resources. Mrs. Turner explained that staff will take a look at the data in hand and once evaluated, staff will identify how student needs are being met, taking a close look at programming and all related components, and determining if a redesign is necessary for our alternative schools to better serve our students. She said changes in behavior are expected, thus we may see the alternative schools taking on a different role as behavior overall improves. Mrs. Turner stated that staff will continue to be provided tools for behavior modification, training for all staff and teachers, and to continue to use the social skills programming and curriculum already in our schools to reinforce appropriate behavior on the part of our students. She explained that expanding the programs and the recruitment of community resources requires community input and having a vision on how to move forward for student success.

PHASE III – Operations

Dr. Dawkins explained that in looking at the 2013-14 budget and a possible bond proposal, there is no bond proposal recommendation to the board this year or next year, with it being 2-3 years before anything like this happens. He further explained that the work already presented in this report, he believes, should be done first to ensure that Caddo is the most efficient school system it can be and that all students are given the most opportunities possible, directing all the resources to the classroom before any bond proposal is considered. The \$700 million being asked about is not something anyone will see anytime soon, and in fact this amount could be different if all the work proposed is done.

James Lee stated that staff will continue to work with the board and staff to ensure the district's continued financial well-being. The possibility of there being a bond issue in the future to allow for the changes being discussed could be reduced by \$100 million if

they are implemented. He said staff will work with Bond Counsel regarding the best options for funding should it be approved.

Mr. Woolfolk clarified that while Phase II and III may look light, what began in Phase I will continue with the efficiencies, to make sure that waste is taken out of the system. He also emphasized that nothing is being done from the support side to take away from the support of Academics: staff is not cutting things arbitrarily, but will look at what works, what doesn't work, why are we doing it, can we do something different, and is this the best way to get it done? Central inventory accountability is necessary so that we know where everything is (the move to bar code all the textbooks), so everything can be tracked.

PHASE III - FACILITIES

Superintendent Dawkins again stated that the last portion of facilities in Phase III will happen if there is a bond issue to support it. When a recommendation is made to the board, it will include all three phases that will include a bond issue in 2-3 years.

Mr. White explained that for Phase III, which will take place between 2013 into the future, funding would need to be secured for the new construction and renovation of all remaining facilities. He said included will be a new K-12 single campus on the existing Herndon campus, placing Hosston, Vivian, North Caddo and Oil City off-line. It would also include construction of new K-8 schools in southeast Caddo Parish and in western Caddo Parish, placing Mooringsport and Timmons off-line. Also included will be the construction of a new K-5 on the existing Barret Padaeia, placing Creswell off-line; and converting Oak Park from a K-5 facility to a K-8 facility. He explained that the anticipated annual savings when bringing the above referenced facilities off-line will be approximately \$5.8 to \$6.0 million. Dr. Dawkins again reminded the board that Phase III is dependent upon a successful bond proposal.

PHASE III – POLICIES

Dr. Mary Nash-Robinson stated that in conversations with the professional agency, staff is told that it will take three years to standardize Caddo's Policy Manual and to re-write procedural matters. She also said that in the third year, we will talk with the agency about contracting to continually monitor the district's policy manual and make appropriate changes in the procedures.

Superintendent Dawkins reiterated that implementing Vision 2020 will improve academic achievement of Caddo's students and district effectiveness; and we will ensure that the resources available go directly to the classroom, which is the core of the district's work. To do this, the district must be effective in all the other work in which it is involved. He said this is an educational institution and we should always be reminded that the children are first and last in the entire scheme. He said we will provide for the safety, security and support of the students and staff at all times, because if they can operate in a safe environment, they can certainly increase their learning. Having heard equity of all students throughout the process, this plan will address that and we will eliminate ways and improve efficiency, ensure the fiscal viability and health of the district (and noted that it takes \$1 million a day to run the district), and ensure that policies are in place to support the work that needs to be done. This is not a quick fix, but a complete fix, and it is our time.

Mr. Ramsey asked the superintendent about the sources of the savings referenced in the presentation? Jim Lee responded that anytime you talk about consolidating schools, not as much staffing is needed; and part of the savings will be in staffing. Also, when a school is taken off-line there are no utility or maintenance costs. Mr. Ramsey asked if these costs are arrived at by pro-rating? Mr. Lee said staff will work with Human Resources to determine the required number of staff at each school separately and at the consolidated school. Mr. Ramsey asked if the new boundaries were carved out of the existing boundaries (in his district)? Steve White responded that is correct, and highlighted the numbers coming out of each of the elementary schools.

Mr. Ramsey asked how many students will come out of Summer Grove, Forest Hill and Southern Hills? Mr. White responded 100 students from Forest Hill, 140 students from Summer Grove and 127 students from Southern Hills to get an 85% utilization. Mr. Ramsey asked staff what the target enrollment is for the new K-8 Ridgewood? Mr. White said 863 (86% utilization). Mr. Ramsey asked about some of the proposed sections for the new Ridgewood and if they are a part of the original Ridgewood and Mr. White responded they are existing attendance boundaries.

Mrs. Crawley referenced Mr. Lee's statement of adding two students to every class and that the schools in her district are already four students in each class above the state's legal limit, and how this could affect parents sending their children to private schools and Caddo ultimately losing those MFP dollars. She stated that we will not put that many kindergartners in one classroom. Superintendent Dawkins stated that adding students is not the preference, but it is an option that is being looked at when looking at everything. Mrs. Crawley stated there are also classes in her district that only have 10 students in them. She also referenced centralizing ordering and, using computers as an example, advised the superintendent that she received a call from someone who received a grant and the district wanted them to order the computers through the district; however, they did not want to because they said when computers come through Central Office, they take the new processing unit out and put in an old processing unit. Dr. Dawkins responded that he has not heard of this and if it is happening, he wants to know about it. Mrs. Crawley said she wants to know that, when money comes to the schools as a result of a grant a teacher(s) may have written, it is all going to the teacher and they get what they pay for. Mrs. Crawley stated that this came to her attention approximately four months ago and she can provide the superintendent with additional information. Mrs. Crawley shared that she loves most of the Vision 2020 plan; however, she believes it to be a little too narrow because some of the districts (hers) have nothing to buy into, because we are not looking at what we can do to enrich the schools so that those in private schools want to come to public schools.

Ms. Trammel asked about the 6-12 configuration for Green Oaks, Woodlawn and Booker T. Washington and is it the only way this can be done? Dr. Dawkins responded that it is this way because it brings the middle school students on the high school campus and by doing so enhances the numbers on that campus. Ms. Trammel asked about the possibility of moving the 7th and 8th grades to the high school and returning the 6th grade to the elementary schools.

Mrs. Armstrong noted the northern boundary of the "blue" area on the map and that these areas are Forest Hill and Summer Grove and clarification if that is a portion of the new Ridgewood attendance area. Mr. White explained that the Forest Hill component is the "red" or "fushia" area on the map and is an existing attendance area. Mrs. Armstrong stated her disagreement for a long time with this attendance zone because one must pass other schools to get to Summer Grove or Forest Hill. She suggested that we look at an option of going to Westwood or Atkins if they can't go into the "new" Ridgewood, which will be closer. Mr. White explained that one of the areas needing addressed is "cleaning up" the attendance boundaries because it was challenging when attempting to make some of the 6-12 configurations where the middle school students stay at the same school for high school. He also said staff will review these attendance boundaries as schools experience overcrowding and under utilization and this will be an on-going process in all three phases of the plan. Mrs. Armstrong asked if, while "cleaning up" and making a change, these type issues can be addressed and cleaned up.

Mr. Burton stated that he will closely review this information and will call with his questions. He added he believes that the laws that exist, i.e. No Child Left Behind and Choice, need to be considered and how these changes will affect the schools involved. He said he believes one of the reasons students are leaving the inner city schools is because students in AU schools have the option to move to another school through Choice. Dr. Dawkins responded he believes the proposed plan would begin to correct this, because the answer is to improve all our schools. At the present, we will, of course, adhere to the laws as we move schools since they are still under an agreement, and monitoring and improvement efforts in those schools will continue. Mr. Burton added that in reference to the Consent Decree and the question of whether or not we have

honored the spirit of the Consent Decree, which means that things are not supposed to change, that you have reached this status and you need to remain at that status; however, he does not believe we are remaining at that status when you can go to a magnet school and see all White students in one class and all Black students in another. Mr. Burton asked about the physical facilities when considering the 6-12 configurations. Dr. Dawkins stated that different age students in one building has been one of the questions frequently asked, and it is important to configure the schools in such a way that it will accommodate the younger students, and all of this is being considered. He also stated that he has come out of two districts where 6-12 was successful and the things in question were overcome. He said it's not a new concept and there are 60 plus schools like this in Louisiana.

Ms. Priest said knowing all the things that must happen to open school, she asked the superintendent the latest date he is looking to the board to take action in order to move forward and prepare for the opening of school in 2011-12? Dr. Dawkins responded that it is important to have schools prepared for opening and it will be critical to not go much beyond the first or second week of April without some approval to move forward. He said he hopes that the board will take whatever time it needs to meet to discuss and get all questions answered; however, if a decision is beyond April, it will be difficult to make an August start. He added that when looking at the logistics of moving things around, Mr. White and his staff along with Mr. Smith and his staff, are ready and able to do the work to make it happen.

Mrs. Bell noted that 6th graders need special attention, and asked the superintendent if he could look at placing 6th graders back to elementary and have a 7-12 configuration, and work on the 6th graders transition before they move to the middle-high school? Dr. Dawkins explained that he understands the care in addressing the 6th graders because every transition is important for the students. He also stated that the physical layout of the buildings, staffing, support services, start times, lunch time, ending time are all a part of what staff is considering. In referencing a single campus, she stated that around the country these campuses are known as "super" single campuses, and parents have the ability of tracking their students from ECE through the 12th grade. She said she believes this is a good idea and may be a way to return some of the students to the neighborhood schools.

Mr. Rachal, after sharing a scenario, stated that sometimes we can't keep doing things the same way because it no longer applies; and while change is not always easy, he believes the superintendent and the board have been very pro-active in this Vision 2020. He said no one knew that the economy would get as bad as it is or that the state would do the things that it is doing when work began on this. Mr. Rachal added that because Caddo has been pro-active, we are in a better situation than others that are closing schools. Mr. Rachal stated that in reality, he believes what is being proposed for Phase I could have been done years ago, but it has been avoided and it has only gotten worse. Knowing these will be difficult changes, he would like for the benefits of why these configurations were chosen to be provided, along with the money savings, to the public. He also asked the question "what if we do nothing"? His feeling is if we make these changes, it will be good; however, if we do nothing, it will be bad.

Mr. Hooks stated his agreement with Mrs. Bell and Ms. Trammel because he was a middle school principal for 16-17 years, and an assistant principal for four years; and 6th graders will not conform to the high school transition. He believes if we do this we are setting them up for failure. Mr. Hooks shared that he attended some of the community meetings and he saw parents at Donnie Bickham cry and walk out of the meeting. While he agrees there is a need for change, he believes the change should be done in a proper and adequate way so that the children are not hurt. He referenced the possibility of eliminating the \$200 M & S teacher allotment; and with the cost of gas increasing and the district not able to provide employees with a raise, he believes this is a slap in their face to take this away from them. Mr. Hooks asked the superintendent about the mention of a consultant, because he doesn't remember discussing this since he has been on the board. Dr. Dawkins explained that there is no consultant, but staff is proposing that, under the needed policy revamping, a consultant work with the board to make sure the board's policies are current. At this time, we do not have a consultant and this is something the

board can choose to approve or not approve. Mr. Hooks asked about the cost for this consultant? The superintendent responded that this information will be brought to the board, but he believes there is a fee plus a \$4,000 annual cost. Mr. Hooks said that is what he gets ticked off about, because we pay all this money on facilities and studies and nothing is going into the classroom. He said he is for change, but even though he was told when he came on the board that it would not affect the classroom, he believes it is affecting the classroom. Mr. Hooks also stated to the board attorney that there is no way Caddo can be declared unitary, and encouraged him to visit the schools in his district, and if the vote is yes it is, then it's a lie.

Mr. Riall stated that, in response to District 4's response that they do not have anything to buy into, the talk is about closing eight of the ten schools in his district, with the majority of this being in Phase III. While he understands progress because he knows northern Caddo Parish is going to change with the completion of I-49, and he is concerned about Phase I and the capacity for Donnie Bickham. Mr. White responded that the capacity is 1,217 and the enrollment goal is 85% of that figure or 1,161. The utilization of the current Donnie Bickham and the existing Blanchard brings the enrollment to 1,165 which is four students from the 85% goal. Mr. Riall stated he believes that is 97% utilization. Mr. White responded that also included is a scheduling factor and it will be important to not get up to 100% capacity. Mr. Riall asked Mr. White about the cost to retrofit Donnie Bickham so that it can accommodate this elementary school. Mr. White answered approximately \$200,000 with the major concern being pre-k and first grade components that require a restroom in the facility. Mr. White said he believes there are 12 units that must have bathrooms installed and they must remain on the first floor. Mr. Riall said Blanchard is utilizing 36 classrooms that are being utilized and they have 530 students: Donnie Bickham has 48 classrooms and today he found 22 classrooms being used for something besides classrooms, i.e. special education, computer labs, etc.; and when he does the math with these 22 rooms, he believes there are approximately 10 that are used for something besides regular classrooms, leaving 12 classrooms. He asked if Blanchard is occupying 36 classrooms now and if they are moved to Donnie Bickham, how will they be accommodated? He said he knows the original plan was to build a wing at Donnie Bickham, but with the extension of the attendance boundary, and the adjustments that will have to be made, he believes implementing this for next school year will not work and will only cause many hardships. He said he has some alternate plans that he will share with the superintendent that would possibly move Blanchard to Phase III and reinstate the wing.

Bonita Crawford asked the superintendent about the stated statistics and is it possible to get a copy of this information to reference in studying the proposed changes? The superintendent responded that staff will provide the board this information as well as post it to the web site for the public. Mrs. Crawford stated her agreement with the comments relative to the \$200 M & S for teachers and she hopes staff will look closely at this.

Miss Green stated that if one visited Newton Smith today they would see how overcrowded it is there and she knows change needs to take place. She asked Ms. Priest when will the board vote on this? Ms. Priest said today's meeting was to receive the proposal and if additional sessions are needed to discuss and ask questions, that will be done before a voting meeting is scheduled.

Mrs. Crawley talked about the six possible items for savings and the fact that three of them directly impact the classroom. She stated that she noticed the first item listed was to reduce Central Office travel and supply costs, but she did not see anything that said reduce Central Office personnel. Mrs. Crawley reminded the superintendent that when she saw the adjustment in the pupil teacher ratio, she told him she would rather see the superintendent come in and turn the lights on himself rather than increase the pupil teacher ratio. She asked to see something about reducing Central Office. She said the state is trying to push student-based budgets on the districts and six volunteer districts to start taking the money the district receives and divide it by the number of students and that amount goes directly to those students, and they are trying to eliminate Central Office. She said she believes if we show that we are in the process of minimizing Central Office, because the principal is in charge of academics at their school, and she does not understand the role of supervisor and director and she believes they are redundant. Mrs.

Crawley again stated that she would like to see a reduction of personnel in that area and leave off the pupil teacher ratio and the teacher M & S allotment as possible reductions. Dr. Dawkins drew attention to the operations section where a Central Office reorganization is listed as an option for reductions. Mrs. Crawley asked if, when school closures were considered, staff considered the success of that school versus it being an AU school? She said to her all the AU schools are sitting ducks; and while she understands geography, she also understands successful community schools and if it is not broken, don't fix it; and if it is badly broken and on the list for 8 to 10 years, something else needs to happen. Dr. Dawkins assured Mrs. Crawley that staff has looked at all of this, i.e. location, performance, capacity, etc. in this plan, and presented areas that need to be addressed. Mrs. Crawley stated that as a board member and employees, we are suffering from PTSD on consultants, and asked the superintendent's team looking at the policies to focus on those that hinder the district and correct them ourselves. Relative to the proposed step increases, she believes it's really for non teachers, because she believes the teacher's increment is a state step. Dr. Dawkins responded that staff is looking at all of it and whatever is not legal, the district would certainly not break the law. She said she is not sure this would be legal, but she would like to know.

Mr. Ramsey stated that he spent time with the superintendent and staff since Vision 2020 began and he appreciates Mr. Rachal's comments. He said all these things being discussed have been discussed in the past and he is concerned that the public is not picking up on all the details. Mr. Ramsey asked that the Communications Department place all the information on the web site and that we do everything we need to do to communicate this information to the constituents. Mr. Ramsey stated that he believes he is hearing that staff has a pretty good handle on the number of classrooms needed at each location, how many bathrooms need to be constructed as the makeup of each school is implemented and he believes this information will be helpful if communicated to everyone as we move forward. He added he has put some things on the table that are somewhat different than what came out, but he is encouraged to see some changes that the staff has made in the process in addressing concerns that have been expressed from the board. He said he sees changes and adjustments made, however, he is concerned about the savings we are anticipating and what are we actually getting, what are the benefits versus the cost? While he knows I-49 will change what happens north of town, maybe something needs to be done similar to what was done in northern DeSoto Parish. He understands that some may not like the changes at first, but we are lucky that we do have 60 to 80 acres close to I-49. In looking at the balance sheet and the potential for a \$20 million deficit, Mr. Ramsey said he wants to believe that the board will look at this collectively and come to an expeditious conclusion. Recognizing that we are at a crisis level, he stated we do have time to react and he understands that with the number of schools in his district, there will probably be someone upset at every location. Mr. Ramsey concluded with whatever the final decision, he only hopes that it's made with the right information and will be able to tell everyone the process followed and why the decisions were made. Some of the things he is concerned about include one K-8 school in southeast Shreveport not being enough since this area is continuing to grow. Mr. Ramsey also stated that we have many problems and he doesn't know how many opportunities we may have to straighten them out. He also said that a lot of this should have been done and there are some tough decisions ahead. Dr. Dawkins said staff looks forward to working with the board in future sessions at the board's discretion.

Ms. Trammel asked if, relative to the population at University Elementary, the board will address the attendance lines in order to relieve the overcrowding problems by bringing some students closer to their homes? The superintendent responded that it will give some relief to some schools. Ms. Trammel also asked about AU status and School Choice and if it is possible for parents to circumvent the whole process by selecting, after we complete this process, their neighborhood school? Dr. Dawkins responded that Choice has some time restrictions, but it is still a tool to be used. He also stated that in addition to individual questions and options, he is proposing to the board that in addition to the work session on March 17th, that an additional work session be held on March 22nd and a voting meeting on Thursday, March 24th.

Mrs. Armstrong stated that is her point, and if we are not ready to vote next week, she believes we need at least one additional regular meeting and that immediately after

Spring Break, the board should be ready to address this no later than April 5th. She also shared her concerns about the staff being able to consummate what is being talked about and the final product being ready in August. She believes any delay beyond April 5th will not allow adequate time to be prepared for the start of school. Dr. Dawkins confirmed that it definitely will put the staff in a bind to be ready by start of school. Mrs. Armstrong stated she believes all necessary work sessions and a special meeting called in order to take action should be held before Spring Break.

Mrs. Bell stated her concern with comments regarding consultants because to her you must be proficient in what you do; and maybe the concern is we need to look within our own city or state, because we can't pull a consultant from the school board to do what needs to be done. She added that Dr. Robinson's comments about the policies and the fact that there is a committee that met and changed more policies dealing with our employees and the compensation study came out from that. She did agree that we need to look within the city, parish and state; but if it's not someone who can do the job, then we may need to get a consultant. Mrs. Bell asked the superintendent if, when he off-lines some of the schools this year, he will consider moving the attendance department to one of these schools because of the number of people who visit this department and the congestion in the office at the start of school. The information discussed is confidential and encouraged the superintendent to look at this as a possible option. Dr. Dawkins said we do have some excess space and will be using that space to do some of the things discussed as a part of the reorganization of Central Office. In Phase III, Mrs. Bell asked if all the remaining schools will be renovated, and that staff follow through on all the schools. Dr. Dawkins assured the board that every school will have access to resources and be a part of the plan.

Mrs. Bell stated her agreement with Board members Rachal and Ramsey and we cannot wait. She stated the need to apply a date to some of these changes and move forward, because it will take time to make some of the proposed revisions that need to take place.

Mr. Rachal said he believes everyone is reasonable and we will come to reasonable answers. He stated that the information given to him is he believes the people will be concerned that this can't happen by the start of the next school year. While he knows staff will have it all together, he believes the public needs to know the information. Mr. Rachal reminded the board that he has addressed overcrowded schools in southeast Shreveport; and according to the numbers he has, he knows that one K-8 school will still not meet the demands in that area. He said the proposal being put together is one that he believes will take the district into the future; but to provide the type education we desire our students to have, we can't keep repairing buildings. He believes the additional information relative to benefits will be helpful in everyone understanding it. Mr. Rachal said he understands the concern for overcrowded schools, and it is important to meet as much as necessary to address this important matter.

Mr. Hooks referenced Mrs. Bell's words "to look at the budget." He said when he mentioned consultant, he was referencing money, money that we do not have. He reminded everyone if we say we can't afford to give raises, etc., he doesn't understand why we are discussing hiring a consultant and where will the money come from for the consultant? Dr. Dawkins explained that staff will determine how this can be added to the budget because there will be some savings in closing some of the buildings and in reduction of inefficiencies to hopefully pay for it; however, if we can't find a way to pay for it, staff will not bring a recommendation to the board. Mr. Hooks asked if a budget could be put together to give the employees a raise? Dr. Dawkins responded that staff is looking at all available dollars to do what we have to do for students and employees.

Mr. Riall asked about abandoned buildings being included in the plan? The superintendent apologized to the board for the slide on vacant buildings, available properties, etc. being left out of the presentation and will get this information to the board and on the web site. He said there will be a recommendation on these to either maintain them, get rid of them, demolish, etc. Mr. Riall asked the superintendent to follow up on the truancy rate and the process for them to go through the Volunteers for Youth Justice. Mr. Riall also asked that JPAM be brought up to full speed in the coming school year.

Ms. Priest expressed appreciation to the superintendent and staff for the in depth work done; and while the district has been blessed, she understands if we don't plan, we are subject to fail. Ms. Priest added that except for the children, there is no need for any of us. Dr. Dawkins expressed his appreciation to staff and for spending the time needed to put this information together and for the input from the board and audience.

ESTABLISH AGENDA AND CONSENT AGENDA FOR MARCH 15, 2011 CPSB MEETING

Superintendent Dawkins highlighted the items for the board's consideration at the March 15, 2011 CPSB meeting and the following discussion ensued.

Bids (Construction). Mrs. Armstrong asked about the cost for the elevator at Vivian in light of the proposed changes in the Vision 2020 Plan. Steve White responded that the approximate cost is \$800,000-\$850,000 and is a project approved by the board last year. Because it was bid late last year and there was not time to get the elevator and parts in, it was delayed until this year. Mr. White stated he understands any concern for expenditures such as these, but believe it's a decision of providing the accessibility to a building. He explained that staff has talked to legal counsel in order to bring a complete recommendation to the board. Mrs. Armstrong agreed we need accessibility; however, if it is possible this building will be closed in two years, can we accommodate the students that need this elevator until we know for certain what will happen. Mr. White indicated that this is a unique facility and some limited access can be provided with ramps; however there are other issues with this project and the limited location possibility. Mr. White explained that he has discussed the matter with the superintendent and detailed information will be provided to the board. Dr. Dawkins explained that staff is still attempting to find a solution because when making a sizeable investment such as this and discussing possible changes, a solution is needed to address the needs of these students.

Mr. Rachal asked to see other options and their cost in order to provide the accessibility. Mr. White assured the board that staff will take every step possible to minimize the cost, to comply with legal requirements and to provide what the students need. Mr. Rachal asked if staff has already looked at other options, he would like to see what these are.

Mr. Riall said he believes one of the reasons we need to address this at this time is Vivian has a rather large percentage of special education students, a number of which are severe and profound.

Mr. Hooks said he is concerned that this school may be put off-line, yet we are discussing putting this kind of money into it. Mr. White stated that was his hesitation and felt that if Vision 2020 is supported and we can stay on target with it, construction of the proposed K-12 campus could be as far away as four to five years. From a business point of view, would we get a return on this investment in that short time, probably not since the life expectancy is longer than five years. Because a bond issue has not been approved, the realistic expectations of the Department of Justice allowing us to stay in non-compliance for five years under the possibility a bond issue may pass, then where would we be. He added it is something that has been in effect since the 1980s and this has not been addressed, it is actually something that has been neglected for 30 years and the idea that the Department of Justice would allow the district to escape penalty for five years at the possibility that a new structure is proposed (without a funding source), would be very remote. He said you also need to look at protecting a structure, because legal counsel has advised that it would be very hard to defend doing so and not make an accommodation for special needs. Mr. Hooks said he appreciates the comments, but it seems as though we are throwing good money after bad money. Mr. White reminded the board that this should have been addressed when the Americans with Disabilities Act was passed in 1983; however, what we have been doing is an understanding with the Department of Justice that the expectation of Caddo Parish to address every building at one time would be financially unreachable, so they were agreeable with the aspect that Caddo would develop a plan to address this one school at a time.

Mr. Abrams concurred with Mr. White's comments and stated he will provide a legal opinion to the board that will help them with making a decision in this matter. He reminded the board about similar issues at Fairfield.

2011-12 Critical Capital Projects Health and Safety Priorities. Ms. Priest asked that staff add to this list, as has been requested in the past, information on the design and engineering companies and how they are meeting the satisfaction and criteria as it relates to Opportunity Caddo relative to minority employment, sub contractor opportunities, etc.

Approval of Textbooks for Adoption. Mr. Rachal said he knows this is a list that the State approved and the local board is required to adopt, and he noted the stipulation of ebooks being available for these. He said this is an example of how technology is moving forward and that we will see students carrying fewer textbooks because they will be available electronically, so we need to be prepared for that when it happens.

ADDITIONS

Ms. Priest added an item scheduling March 17 and 22 at 4:00 p.m. for work sessions on Vision 2020. Mrs. Armstrong asked that a special called meeting be scheduled for March 24th to vote on a final configuration for Vision 2020 prior to spring break. Ms. Priest stated that a special called meeting will be scheduled for March 24th.

PRESENTATION OF PROPOSED AGENDA FOR THE MARCH 15, 2011 CPSB MEETING

President Priest announced that the consent agenda will be Items 6.02-6.03, 7.01-7.02 and 8.01-8.05. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the March 15, 2011 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Daryl Roberson, Caddo Association of Educators, referenced incidents at a Caddo middle school in the media last week, and the fact that we do not want these type things happening in our schools, nor do we want it aired by all the local media. He said anything that can be done to keep these type incidents from occurring will be to everyone's advantage. Mr. Roberson stated that the Caddo Association of Educators through its affiliate the Louisiana Association of Educators and the National Education Association offer many proven self-development inservices that are designed to aid building administrators and staff to manage behavior of students and to help prevent these conflicts from taking over our schools. He said many times these are offered at no cost to the district and they stand ready to offer all assistance possible to help minimize these type problems in classroom management, bullying and fighting. Mr. Roberson said the CAE believes working together with the schools, administrative staffs, parents and students can keep Caddo schools safe for everyone. Handouts in these programs were also shared with members of the board.

Jackie Lansdale, Caddo Federation of Teachers and Support Personnel, referenced the Vision 2020 reports relative to the budget and the option for monies that can be saved, i.e. freezing step increases, salary lanes, \$200 supply monies, pupil teacher ratio. She asked if this is a given regardless of what else is done with the plan? She said she doesn't believe this has been communicated as clearly as it could have been and several things stated tonight, i.e. common contract for copier machines, is something they have long favored. She said there are some things, i.e. the alternative school situation, they would like to see moved from Phase III to an earlier timeframe.

Cindy Bickham addressed the board on the proposal that will affect Blanchard Elementary. She shared with the board the uniqueness of Blanchard Elementary and the support the school receives from the community. She asked the board to please consider that (1) Donnie Bickham is not conducive to lower elementary school children, (2) the increased population in northern part of the parish, (3) parents and community's

participation in the community Vision 2020 meetings and asked that additional meetings be scheduled before the next meeting.

Meg Davis, parent and teacher at Blanchard, stated that she would like to address the big gray elephant in the room and that is magnet schools. She said she believes magnet schools is pulling the cream of the crop from the neighborhood schools, putting them in the magnets and leaving the neighborhood schools behind that are now academically unacceptable. Ms. Davis said she believes if you take the highest achieving students from the neighborhood, along with their highly involved parents, you can't expect anything else. She said because Blanchard is such an exceptional school, they have not been as affected by this; but she asks why is Donnie Bickham at only a 51% capacity? She said it is in one of the fastest growing areas in population, so she doesn't believe there is any reason for this. She knows that Shannon Wall is a great principal, but when she drives to school each day, she knows she passes 50-60 children that are not five minutes from Donnie Bickham, yet they are going to Herndon Magnet. We are paying for the fuel to transport students over 30 miles one way; and in looking at ways to cut costs, this does not make any sense to her.

Carrie Gaskin, Blanchard PTA President, addressed the board on the proposal to change Blanchard. She shared with the board that this school is the anchor to the community and she believes that the community meetings were misrepresented since no immediate closures were never discussed. She said she believes the board needs to go back to the community with the now proposed plan to get feedback. Ms. Gaskin shared with the board what the community and the PTA have provided to the school, i.e. playground equipment, smartboards, laptops, elmos, because the school board could not provide these for the school. She said she believes the proposed changes will hurt the morale of the area and the students. Ms. Gaskin talked about the continued improvement in scores at Blanchard; and they believe an increase in the student teacher ratio will negatively affect the school's scores. She believes the back door approach is wrong and asked that the plan be brought back to the community.

Adjourn. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at 8:40 p.m.*

March 15, 2011

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 15, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 15, 2011 and MARCH 1, 2011 CPSB MEETINGS

Mr. Riall moved, seconded by Mr. Rachal, to approve the minutes of the February 15, 2011 CPSB meeting as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of marketing and 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.

Erase Bullying Video. Tricia Grayson shared with the board that last week was bullying awareness week in Caddo Schools with schools holding assemblies, rallies and other events to bring awareness to bullying as well as providing tips to parents on identifying and dealing with bullying. A video shown to the middle and high school students was shared with the board and audience.

North Louisiana Football Hall of Fame Award. Gary Taylor, senior at North Caddo High School, was recognized as the recipient of the North Louisiana Football Hall of Fame award. Ms. Grayson stated that this award is given to 14 students in the state, and it is based on a GPA of 3.25+, must be an All-District Football Player, a high school senior and excel in civic duty.

DECA students. The following students won first-place awards in the recent Louisiana DECA Conference: Hayden Flint, Emily Christie, Brianna Hamilton, Quarry Edwards, and Keiauna Evans, C. E. Byrd High School; and Chamijah Wright, Fair Park High School. Also recognized was Allen Germany, Caddo Career and Technology Center, as recipient of the outstanding DECA Advisor for the State. DECA advisors present were also recognized.

President's Award for Outstanding Civics Teacher. Leslie Brown, teacher at North Caddo High School, was recognized as the recipient of the President's Award for Outstanding Civics Teacher. This award is annually given by the Louisiana State Bar Association to one or more teachers in recognition of their law related education work.

Presentation by LSU AgCenter 4-H Program. Brittany Rushing, sophomore at Northwood High School, shared with the board an update on the Caddo 4-H program in Caddo schools, highlighting the number of programs in the parish, their annual focus this school year, and various activities the local chapters were involved in this year to promote and develop leadership skills. Miss Rushing also reported they will participate in a conference in the near future to teach young teens how to market and manage a business. Activities and opportunities at individual schools were also highlighted that will help students and teachers to develop leadership, citizenship and life skills. She expressed appreciation to the board for its support.

VISITORS

Susan Reeks, 81st Street ECE, addressed the board on the proposed changes to 81st Street and encouraged the board to revisit the plan based on bricks and mortar and more carefully look at the needs for the children at 81st Street. She highlighted things in place at 81st Street that she doesn't believe one will find at another site like Mooretown and Barret, i.e., a special P.E. room along with a great desire from the staff to minister to the needs of these students. More free-standing schools are needed for early intervention where future leaders can be trained.

Niccie Johnson, 81st Street ECE, addressed the board on the proposed changes to 81st Street and that she has worked for the past 40 years with pre-school students. She said she has seen many pre-school age children read for the first time in their life. Ms. Johnson explained that three expectations are taught at 81st Street ECE: talk to every child, be respectful, be responsible. Ms. Johnson reported she is responsible for providing the best educational possibilities for 253 pre-school age children daily and for providing a safe school environment. She expressed her appreciation of support for 81st; however, she believes she would be irresponsible as a person to the children if she heard something being prescribed that will harm children and not speak for them. She asked the board that before they vote, to please make the time to visit 81st to verify what is being told; because if we are to make certain every child is reading fluently by second grade, it is important to serve as many pre-school children as possible.

Cindy Bickham, Blanchard parent, shared a video on Blanchard Elementary School, it's programs, community partners, PTA and parental involvement, growth in academics, etc. in support of keeping Blanchard Elementary open.

Mandy Wall, Blanchard parent, addressed the board on the proposal to close Blanchard. She said with the mission to improve academic achievement of students by closing academically unacceptable schools, she doesn't believe this applies to Blanchard since it is not in AU status and does not need a fix. She shared with the board and audience the following statistics on student achievement: (1) Blanchard labeled as a school of exemplary academic growth with a current school performance score of 104.6, placing Blanchard in the top five in the neighborhood schools. (2) Blanchard is a three-star school and has made adequate yearly progress (AYP), thus they are not in academic assistance and are not academically unacceptable. The last growth target was three points; and Blanchard exceeded its target by increasing four points. She added that even though Blanchard is a three-star school, the teachers, parents, students and administrators are continually striving to increase their school performance score. She invited board members to visit Blanchard and see what is going on at their school and to vote no.

Daryl Roberson, Caddo Association of Educators, addressed the board on the Vision 2020 Plan and expressed appreciation for the hard work in presenting the information to the board and the community. He said they were also pleased that the board scheduled multiple work sessions to discuss the plan so everyone has a full understanding of the plan and how it will affect their communities, children, jobs and careers. He said he believes these meetings will ensure that the best possible final plan can be brought to and voted on by the board to ensure the best educational opportunities for the children and the best working conditions for the Caddo Parish employees. He encouraged the board to listen closely to the constituents and to each other and acquire as much information as possible as deliberations continue over the issues that will ultimately shape the Caddo Parish School System through each phase of implementation and into the future. He also reminded the board that it is their duty to do what is in the best interest of the children and all employees of the Caddo Parish School System and all eyes are on the board.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, referenced President Obama's speech on reforming No Child Left Behind, speaking about the harm in labeling schools, which they agree with him on. However, she stated there are also those issues, i.e. merit pay, that give them concern. Mrs. Lansdale also noted his comment that teachers in Korea are called nation builders and are considered instrumental in the success of their society. She said she wonders if the Caddo Parish School Board members view educators in that way. If how the board spends its money is what is important, she asked about the loss of funding screens from the State, the appeal of the Stelly Tax, tax breaks to the movie and gas industry, loss of MFP, failure to fund programs, i.e. National Board Certification, and the \$65 million plus the \$20 million deficit created by spending or setting it aside for Wall Street and pet projects. Mrs. Lansdale stated that in light of the proposal to freeze salary steps, increase the teacher pupil ratio, the possible loss of the supply monies, the possibility of not honoring incentive pay for employees at the AU schools, and not securing Haynesville Shale and EduJob funds, it will be naïve to believe that teachers and school employees here are considered nation builders, but believes it to be more like chopped liver. She said steadfast teachers and school employees are taking the brunt of the board's shortfall. Mrs. Lansdale added that she believes there are some positives in Vision 2020, but for it to realize its full potential, there are areas that must be addressed now, i.e. stop teachers from leaving and return discipline to the classroom. She said they are not buying into the truisms that times are hard and we must do more with less, because it does not ring true when it is

coming from the mouths of those who are not doing more with less and they continue to bring in consultants to do the jobs for those already being paid to do them. Mrs. Lansdale also referenced the increase of the cost of benefits and how Vision 2020 and the upcoming budgetary process will be defining moments for the district.

Frederic Washington addressed the board on the proposed Vision 2020 Plan and that he believes the long and short of it is that 1 + 1 does not equal 2 in Caddo Public Schools. He says this because at least four board members and members of the administration stated that we would not see any works with Vision 2020 for some years down the road, and he believes we are falling victim to something that was in the media, i.e. the stories about Webster Parish and other local school districts. Mr. Washington stated when people who have never had an opinion about the public education system now have an opinion, you know it's bad. He said it makes no sense to close North Caddo and Vivian that are surrounded by businesses and homes and move into the middle of nowhere. He said if Caddo doesn't get it together, the voters will resort to their own independent school districts, which is happening in other Louisiana cities. He also stated that in the report that of the 22 6-12 configuration schools in Louisiana only one is in AU status, it failed to reflect how many of the 22 are currently on academic watch and academic assistance. He also stated that when talking about the urgency of things, he believes the biggest urgency is Eden Gardens and why are they not moving to a temporary spot to relieve the enrollment at University. As one of his professors at LSUS said, we are trying to save a dollar on the backs of the rural and Black schools.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

The superintendent highlighted the items for the board's consideration. President Priest announced that 13.02 "Recommendation for the termination of a non tenure probationary employee" is pulled and items 6.01-6.03, 7.01-7.02, and 8.01-8.04 are the consent agenda.

CONFIRM THE AGENDA AND CONSENT AGENDA FOR THE CPSB MARCH 15, 2011 MEETING

Mr. Riall moved, seconded by Mrs. Bell, to approve the consent agenda. Vote on the motion carried unanimously and the following is a summary of the board's action.

Item No. 6.01

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

Certified

Catastrophic Leave, March 7, 2011-April 18, 2011

Michelean S. Cook, Compliance Specialist, Special Programs, 18 years

Catastrophic Leave, March 24, 2011-May 11, 2011

Patricia G. Haynie, Teacher, Caddo Middle Magnet, 32 years

Catastrophic Leave, February 15, 2011-March 4, 2011

Mary Jo Mitchell, Teacher, University Elementary, 1 year

Leave Without Pay, February 13, 2011-April 20, 2011

Kenneth Gilliam, Teacher, Academic Recovery, 24 years

Kenneth Gilliam's request to be relieved of his obligation to repay monies received while on medical sabbatical leave was approved.

Classified

Catastrophic Leave, December 10, 2010-February 8, 2011

Rosie Darnell, Bus Driver, Transportation, 10 years

6.02 Other Personnel Transactions Reports. The board approved the other personnel transactions reports for the period of January 26, 2011 – February 25, 2011 as recommended by the superintendent and submitted in the mailout.

6.03 Renewal of Administrative Contracts. The board approved the renewal of administrative contracts for Walter Brown, Lynette Everett, Pamela Fite, and Renea Leone as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bid(s) as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Paula Educational Supply for 15% discount for the purchase of full-line school supplies – catalog; (2) Fruhauf Uniforms, Inc., totaling \$39,577.41 for the purchase of band uniforms for Woodlawn Leadership Academy; (3) ABC Auto Parts, Ltd. and Tri-State Battery Supply, Inc. for the purchase of vehicle batteries; and (4) DF Music Enterprise, Inc., totaling \$19,978.00 and National Educational Music Company, totaling \$36,738.25 for the purchase of musical instruments.

7.02 Bids (Construction). The board approved the following bid(s) as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Carter Construction with a Base Bid, for the sum total of \$962,000 for Vivian Handicap Accessibility/Elevator, Project 2011-202.

Item No. 8

8.01 Salary Reconfigurations. The board approved reclassification of positions as recommended by Rahmberg, Stover and submitted in the mailout.

8.02 Legal Services. The board approved provision for legal services in accordance with the following motion at board members' work stations.

Move that in Response to the RFP for Legal Services that all deficiencies in any proposal documents received by the Caddo Parish School Board be waived, but further that any and all proposals as proposed be rejected to the extent any such proposal in part and/or in whole does not reflect the Legal Services Program (with designated attorneys) proposed in the remainder of this motion herein below, and further move that the CPSB Adopt the following System for Legal Services, (becoming effective and fully implemented April 1, 2011).

CPSB's General Counsel shall continue to be Reginald Abrams (referred to at times herein as General Counsel) of Abrams & Lafargue. General Counsel shall have a direct line of supervision and accountability to the Caddo Parish School Board. General Counsel shall attend all CPSB meetings, shall represent the CPSB in all contractual and adverse dealings and negotiations with the Superintendent, shall have general over-sight and shall be responsive to the CPSB in dealings with any other attorneys, shall counsel the Board during grievance, expulsion and employee appeal hearings, shall represent the Board in preparation of contracts, shall be prepared to provide the Board with general counsel at all times, shall monitor and review legal billings of all other approved CPSB legal counsel prior to payment, shall provide services and assign CPSB legal matters in accordance with proposal submitted by Abrams & Lafargue in response to RFP-22L-11. Compensation for Abrams & Lafargue legal services shall be as described in proposal as submitted by Abrams & Lafargue in response to RFP-22L-11.

The Superintendent, and designated staff, shall be administrative liaison to all attorneys (other than the General Counsel to the Board).

Risk Management:

At any time that the Department of Risk Management finds a deficiency in the legal handling of a claim, it shall promptly report same in writing to the Superintendent and the General Counsel. The Department of Risk Management shall monitor and maintain a claim file on the following types of claims and litigation:

Personal Injury Defense;

Construction Litigation;

*Other litigation involving personal and/or property damages; or
Workers Compensation Claims.*

1. *Abrams & Lafargue is approved to provide legal services to the Board in all the areas described in the Firm's response to RFP-22L-11. Abrams & Lafargue shall assign legal work to law firms that are approved by the Board taking into consideration any special expertise of the firms, the workload of Abrams & Lafargue, and the needs and best interest of the school system.*

2. *The following law firms are approved to provide legal services submitted in their proposal other than general counsel and bond counsel services to the CPSB:*

*Law Offices of Fred Sutherland
Cook, Yancey King and Galloway
Lydia M. Rhodes
Law Offices of Ronald Lattier
Law Office of Dale Cox
Smith Law Firm
Law Offices of Zelda Tucker
Wiener, Weiss & Madison
Mayer, Smith & Roberts
Immigration Relief Center
The Malone Law Firm
The Davis Law Office*

Attorneys retained under this section shall be compensated at the rate proposed by the law firm with a cap of \$185.00 per hour. Paralegal time shall be compensated at the rate proposed by the law firm but not more than \$75.00 per hour.

SPECIAL COUNSELS are approved as needed as follows:

Foley & Judell, LLP as general Bond Counsel if necessary at a fee not to exceed the Louisiana Attorney General's approved fee schedule for bond counsel services. The board designates Jacqueline Scott as local co-bond counsel along with Foley & Judell, LLP at a total fee not to exceed the Louisiana Attorney General's approved fee schedule for bond counsel services.

Murov & Ward, LLC will be continued as Immigration counsel for the Filipino HI b issues previously engaged until conclusion at \$300 per hour for attorney services and \$100 per hour for paralegal services.

3. *General Guidelines*

Attorneys shall take reasonable efforts to minimize the CPSB's legal fees. More than one attorney should not bill for the same service provided by a Firm for the CPSB.

Paralegal(s) shall be supervised at all times if utilized for CPSB work by an Attorney/Firm. The Attorney/Firm shall be fully responsible for the work product of any paralegal they utilize. Paralegal time shall not be billed for a service and/or provision, which is also billed by an attorney. All legal services shall be billed monthly, with a copy of all billings sent to General Counsel.

By the end of each March, June, September, December, all firms providing services shall provide (at no additional cost to the CPSB) a summary of any litigation they are handling, by sending the summary to the General Counsel.

4. *Other Provisions:*

The Board shall have the right to terminate the services of any attorney by providing 15 days notice by mail to their last known address.

In addition to the other services provided by the General Counsel, and notwithstanding the legal assignments herein, the General Counsel shall be expected to take necessary action on an expedited basis at any time he deems it necessary to protect the interests of the Caddo Parish School System.

When necessary, the CPSB may direct General Counsel to review and make recommendations about the services, billings and legal affairs of any other Attorney/Firm providing services to the CPSB.

Travel expenses for any firm shall not be allowed unless preapproved by General Counsel.

Each and every attorney/firm listed herein above, must provide to the CPSB written confirmation of acceptance to terms provided herein, which must be received within ten days of March 15, 2011, that the Attorney/firm accept the terms and provisions of the CPSB's action and expressly agree to accept the rate proposed by firm not to exceed \$185.00 per hour for attorney time, and \$75.00 per hour for paralegal services under the terms and conditions of this system. This written confirmation of acceptance shall be evidenced by proper documentation to establish the capacity of the person signing the confirmation. In the event the Attorney/Firm does not timely accept by written confirmation, then that Attorney/Firm shall be removed from the legal services system.

Each and every attorney/firm providing legal services to the Board shall maintain at all times professional malpractice liability insurance having coverage for the CPSB in an amount at or exceeding \$1,000,000.00 per claim.

*Each **April 1st**, or at any time upon request of the superintendent or Board President, each attorney/firm providing legal services to the CPSB shall provide a certificate of professional malpractice liability insurance having liability limit coverage at or exceeding \$1,000,000.00 per claim.*

If at any time, the Board is required to provide the Superintendent with independent counsel, the CPSB President shall authorize the provision of such counsel, which counsel shall be selected by the Superintendent, but which attorney shall be subject to the same payment for service as the attorneys selected in Paragraph 2 above.

Any pending litigation shall be handled as follows:

All pending litigation shall be handled by the law firm that is currently assigned to the matter.

8.03 2011-12 Critical Capital Projects Health and Safety Priorities. The board approved the 2011-12 Critical Capital Projects Health and Safety Priorities as recommended by staff and submitted in the mailout.

8.04 Approval of Textbooks for Adoption. The board approved the adoption of the recommended textbooks as submitted in the mailout.

ADDITIONAL VISION 2020 WORK SESSIONS ON MARCH 17 AND 22 AND SPECIAL CALLED MEETING ON MARCH 24

Mr. Rachal moved, seconded by Mrs. Bell, to approve additional Vision 2020 work sessions on March 17 and 22 and a special called meeting on March 24. Mrs. Crawley stated it was brought to her attention that this is the week of testing; and, after seeing the impact on teachers and the communities, she question if we should do it this particular week. Mr. Riall asked about meeting times for these meetings, and Ms. Priest stated each meeting will begin at 4:00 p.m.

Vote on the motion carried with Board member Crawley opposed.

SUPERINTENDENT'S REPORT

Dr. Dawkins recognized Mrs. Turner who provided an update on the quarterly monitoring of schools from the Recovery School District. Mrs. Turner reported that another monitoring visit with the RSD has been completed and reminded the board that a team goes on site for an entire day, meeting with faculty members and evaluating all five essential practices and components. She shared copies of the complete QMRs for each school, and reported that the Superintendent's Target Schools were visited in January and the new AU schools in February. She said the RSD will also do a follow up visit to talk with individual school teams the week of April 6th and 7th. Mrs. Turner also reminded the board of the components that comprise the monitoring reports and what each rating meant. In looking at the individual school results, Mrs. Turner highlighted where each showed improvement as well as those areas staff continues to work to make the ratings consistent. One of the requirements when a school receives an *Insufficient* or *Minimal* is that the school must prepare an action plan addressing each of those issues. She reminded the board that the new AU schools are on a voluntary basis and the RSD will do some additional monitoring and assign Distinguished Educators to each school. Additional consultants will also be available to work with the Distinguished Educators and individual building staffs. Mrs. Turner reported that district level teams continue to observe and provide feedback at those

buildings and professional development is taking place in the area of need for those particular buildings. She also shared individual school reports on the new AU schools.

Superintendent Dawkins announced that after board review of the provided information on each school, staff is available to answer any questions board members may have.

Mrs. Crawford recognized the Best Practices on Oak Park's report, and with the continued Minimal practices seen, asked what is being done to change that? Mrs. Turner explained that when going deeper into the report, one will see that in some instances a school received a "Minimal" because they were one off, barely missing it. She said if it is a professional development issue, an instructional strategy issue, etc., staff is addressing these in a job embedded way one on one with teachers.

Ms. Priest recognized Booker T. Washington and Green Oaks' Best Practices in the areas of school culture and climate to learning and believes this needs to be stressed to the remaining schools.

Mr. Rachal noted the obvious improvement and asked if in the future, he could get a copy of the report prior to the presentation to the board so he is better prepared to ask questions or make comments. He also recognized notable improvement at Booker T. Washington, Fair Park, Green Oaks, and Oak Park, and he is sure at others, and the staffs should be commended for their efforts in this noted improvement.

Mr. Riall asked about the variance between Oak Park and all the other schools and why are we not implementing what they have done in other schools. The superintendent stated that Oak Park's staff has made a 150% commitment to make sure they handle those issues that impact learning and we expect to see accelerated growth in the remainder of the year. He recognized the outstanding work of the leaders in the schools. Mrs. Turner also explained that Sabrina Brown is meeting with principals and she is holding workshops at her school to share those things that are working. One of the things Oak Park believes is making a great difference is the individual student learning plan, and identifying the strengths and weaknesses of the students.

Mr. Hooks stated that, as an old veteran principal, what works for one school may not work for another school, and this must be considered.

Mrs. Bell said she believes there is leadership and commitment from the teachers and believe in what they are committed to do.

Miss Green asked Mrs. Turner if the same was not done last year, because she would like to get a copy of last year's report for comparison. Mrs. Turner stated she will provide the requested information, but the new set of schools will not have data to compare as this is their first year.

Mr. Ramsey requested that the superintendent and staff build a report on the things that can be duplicated from the Oak Park program. Also, he added he would like to see the school performance scores added to these reports because the bottom line is are the children learning.

Mr. Rachal asked if administration would provide him with an opinion on the top three reasons why Oak Park has accomplished what it has in a short period of time. Mrs. Turner said it starts with the approach to instruction that the Oak Park principal and teachers have identified by looking at individual student data. She said the principal meets with every teacher of every classroom regarding the achievement of students. Mr. Rachal asked if that is happening at every school or just at Oak Park? Mrs. Turner responded that it is happening at Oak Park at a different level, and it is not happening at every school. She said their approach to all the students being successful has sent a different message to all the students in terms of expectations and every effort is celebrated. Also, maximizing classroom instructional time has also been thought through, planned out and adhered to, limiting interruptions. Oak Park has organized its data in a different way and teachers find it useful, they reflect on it and modify it based on the needs of their students.

Mr. Riall also noted that Oak Park's absenteeism went from approximately 12% to 4%; and if you compare all the data, generally the schools with the lowest scores have the highest absenteeism.

Mr. Hooks thanked Mrs. Bell for her compliment, but said the principal is only as good as the teachers make them. Dr. Dawkins noted that we can't underestimate the parent and community partnership, because this is a critical piece and the principal has done an outstanding job to provide this type support.

Mrs. Crawley referenced the principal's stable factor at Oak Park and the faculty in place that has continued with the principal. She also noted a slight reconfiguration of some of the students who were sent to some of her schools that went down.

Ms. Trammel asked Superintendent Dawkins and Mrs. Turner about the rating scale designed by the Recovery School District which has nothing to do with what Caddo has, and they come to Caddo, spend one day in each school monitoring, and base everything on this; and we are responsible for abiding by what they say. She asked if we have seen comparisons with other schools being monitored? Mrs. Turner said we have not and the superintendent explained that the format is the same for all school districts.

Mrs. Bell talked about the changes in some of the schools' leadership and the need to make changes. She also noted that many in the schools get new leadership and want to continue what they have been doing and don't want to change. Mrs. Bell stated when a new leader comes on a campus, they need to do an assessment and given a chance to make needed changes. Her concern is attendance because there are some who come to school one week and the next week they have a doctor's excuse and are absent for several months; but because of the laws, the principal cannot do anything to permanently replace that staff member. She said this makes it hard for a principal to go into a school and address those not doing anything, those that do not want to be a part of the team. She said there are also schools that don't see the parents until there is a problem and the school gets the blame. Mrs. Bell said she applauds the superintendent and the leadership at any of the schools that go in and assesses the school and weed out those who are not committed. She referenced the problem of teachers on the payroll when they are not in the classroom teaching and we continue to have subs in those classrooms.

Ms. Priest said that Oak Park had issues and was in AU, but success draws people and more involvement and she believes there was a time when they did not have the support, but it is now different. Ms. Priest also noted the strong principals throughout the district and asked if, when doing staff/leadership development, we are using these principals to help develop and mentor others within the district? If not, she would encourage staff to look at this.

Ms. Priest also asked that staff look at absenteeism because we can't say anything to students about absenteeism when we have staff that do not want to come to work. The superintendent responded that we are using some of the district's outstanding principals and will be doing more with them to mentor current administrators and those who desire to become administrators. He also responded that staff has randomly looked at schools' attendance numbers and some of the data is not very pretty, so staff is pursuing to get this data on every school and will report this information to the board.

Mr. Hooks noted he was Mr. Washington's principal in elementary and middle school and he believes the problem in all the low-performing schools is discipline, because good discipline is needed for any type learning to take place. He said if there is good discipline, the school scores will go up.

EXECUTIVE SESSION

Litigation Update: Wilson v. CPSB et al., 475,644 First J.D.C. Caddo Parish. *Mr. Riall moved, seconded by Mr. Ramsey, to approve settlement as recommended by legal counsel. Vote on the motion carried with Board members Crawford and Armstrong absent for the vote.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:03 p.m.*

March 17, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Thursday, March 17, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

President Priest announced that the meeting is also being broadcast in Room 1 for overflow seating.

Vision 2020. Superintendent Dawkins stated that tonight's meeting will again focus on the elements of the Vision 2020 Plan and staff will also share the financial aspects of the plan, the plan to address efficiencies in the district, and to address facility utilization and academic initiatives, which is the most important part of the project. He reported that meetings have been held with principals to receive their input as well as may others. Dr. Dawkins stated that staff has spoken with the Superintendent of the Recovery School District who is in charge of our MOUs with the low-performing schools. He said the consideration and input from board members has been valuable and assured the board that the final recommendation to the board next week will be reflective of what has been heard from the board, the community, parents and the students, and the decision will be what is best for the students.

Mrs. Turner, chief academic officer, highlighted again the items under academics in Phases I, II and III. She explained that the intensive reading focus will be a district wide assessment for every student at every level and more time between preK and 2nd grade in reading instruction, specifically a model for teachers to have demonstrated in the area of reading instruction. She said individualized instruction for enhancing the reading expertise of our teachers with monthly targets being set for reading progress. Mrs. Turner stated that additional activities related to reading will include assistance for parents in the area of helping their children with reading, recruiting community resources and support persons to help with one-to-one tutoring for those students struggling in reading, and partnerships with early childhood providers and other agencies to determine the readiness level of students coming into kindergarten. Classroom management and student behavior assessments will be done district wide to identify students relative to behavior and with that information provide additional support to classroom teachers for those students who are at-risk. She reported that professional development will be provided in the area of positive behavior strategies as well as behavior modification in order to minimize disruptions and increase instruction time.

Mrs. Turner also addressed the elimination of ineffective instructional practices and programs, as well as the duplication of instructional programs within the school system. This will be done with feedback from the building staff as well as principals. In expanding the career, vocational and technical options at the middle school level, Mrs. Turner said we will establish a minimum of three CTE courses at every middle school, 6-12 or K-8 configuration. As part of this expansion, we will also include those that are already a part of the plan which includes keyboarding, introduction to business and computers, and journey to careers. Staff will also expand on exploratory type activities in the areas of math and science because that is where the work force jobs will be. Regarding increasing graduation rates and improving job and college readiness, Mrs. Turner said that staff is looking at aligning the curriculum in the high schools with college entrance requirements and readiness qualifications. She also reported that staff is looking at the district collaborating with employers and colleges to ensure we have real world examples for our students. Part of this program would be the English/Language college teachers sharing with Caddo's teachers so they can always be aware of the job readiness criteria they should be teaching the students. She said staff will also work closely with employers in establishing expectations of what a good employee looks like and the knowledge and skills needed to be successful. At the middle school level, this will imply and require some career decision making and planning on the part of the middle school students relative to think about what they are interested in.

Regarding parental involvement in student success, Mrs. Turner stated this will mean making sure parents are informed of the expectations for the students' level of success in the core content

areas and beyond. She said it is important that all the parents understand what is expected of the students and how we can support that effort, expanding outreach efforts with the community partnerships.

Mr. Hooks asked if there are figures on how much it will cost to consolidate and close schools? Mrs. Turner responded this will be shared with the board under Operations.

Mrs. Crawley asked about the estimated cost of the reading focus? Mrs. Turner responded that it will involve professional development of which we will reallocate the monies that we currently have to focus on pre kindergarten through 2nd grade. Mrs. Crawley stated that she needs more information on what will be done; because she knows reading is the key, but she wants to know the program, what exactly will be done and how much does it cost. Mrs. Turner said at this point it is not one single program when talking about professional development, because staff will assess the students' needs and the teachers' needs in the teaching of reading. Dependent upon the level, i.e. pre-school, it will be oral language activities, vocabulary and additional components such as phonemic awareness, and basic structures and strategies that will accelerate what we are looking for in that development. She said we plan to have teachers within the district, and possibly bring in experts if necessary, to demonstrate how we can model most effective teaching strategies and best practices in Caddo. Mrs. Crawley asked for clarification and if bringing people on board means current staff? Mrs. Turner responded it means first utilizing our staff, i.e. reading specialists, reading interventionists, support from local universities. Mrs. Crawley asked Mrs. Turner if she anticipates an additional cost? Mrs. Turner responded only in the area of professional development, and, only if they are funded the same way as they are this year, because we would be in a position to reallocate these funds toward that particular need. Mrs. Crawley asked about a list of ineffective instructional practices and programs? Mrs. Turner said we do not have a complete list at this time because more input is required from the various schools. Because the district has a large number of programs, staff is taking those programs first that are at the majority of Caddo's schools and discussing and comparing them to results and whether or not a particular program stays or is eliminated. Mrs. Crawley stated that these are great programs, but they are so general and she does not know if there are savings or expenses, when will be begin assessing these programs, since she thought we assessed all the time. Mrs. Turner explained that assessment instruments, different types in different places, and the consistent across-the-board includes Dibels as a starting point. Mrs. Turner further explained that one of the assessments that would be a cost is a district-wide assessment, one common uniform assessment, for all of our students at every level in the areas of reading and mathematics and would be an approximate cost of \$300,000. Mrs. Crawley asked if staff sees any of the facility changes as counterproductive to parental and guardian involvement and community partnerships. Mrs. Turner responded that the parental involvement piece in the area of academics is focus on instructional support with individual schools. Staff will continue to work on community partnerships because we are looking for support in the areas of tutorials, one on one read to, read by, etc. to assist preK, Kindergarten, 1st grade teachers. She said strategies will also be in place to train these volunteers in order for them to support what is going on in the classroom.

Mrs. Crawford stated that in years past, board members have asked about programs that are working and those not working, and they have not received a list of those. She asked that when staff brings general comments to the board to look ahead and see what detailed questions might be asked and hopefully avoid being put on the spot. Mrs. Turner explained that as staff lines up the list of programs, the board will be able to see the challenge staff has in determining which ones are working or not, because programs may work in one place and not in another. Mrs. Crawford said she is of the old school and feels that maybe phonics and sight words might be the best way and will mean fewer programs. Mrs. Crawford also asked about the one common assessment to test all second graders. Mrs. Turner responded that this is the universal screening and the \$300,000 is not just to test second graders, but it is to test district wide all grades, all levels. She said we will also have behavior screening at no additional cost. She also asked about increased graduation rates and college and job readiness and the need to do anything different, because she thought the district was already working toward this. Mrs. Turner responded there are two pieces that staff is extremely mindful of and they are coming quickly, i.e. the decision to be responsible in terms of finances and the instructional work required for the students and teachers and the state's consideration of college and career readiness standards that will dictate to the district those specific things that must be addressed. She added that staff has identified what it wants to do, and can put those in place, but they may be modified quickly within in the coming

months, if the staff and teachers have been trained to work on a set of standards that may be modified and require additional training, it is necessary to make sure the two can be married and do a thorough job one time and do it well. Mrs. Crawford asked if this can be done for next school year? Mrs. Turner explained that the standards will be identification of expected outcomes and we will be able to identify those things we are already doing so not to duplicate efforts once they are established, and the state will bring training sessions in both areas. Staff will need to make sure we combine the state's requirements with what we are planning before the state decided to roll this out and thus not tax the teachers or staff in any additional way. Mrs. Crawford asked about the required parental involvement in a student's success and the possibility of taking advantage of assistance through the PTA in accomplishing this. Mrs. Turner said that we certainly consider the relationship with the PTA to be one of the district's major community partnership, and the district will utilize the resources and work very closely with this group. She added that staff is also looking at technology in terms of how we can present information because we have heard the district needs to do a better job of communicating the opportunities available for the students.

Ms. Priest asked staff about expanding the career, vocational and technical options at the middle schools and looking at the elimination of the admission requirements currently in place as it relates to middle school options. She said she believes there are students that have the aptitude for being in a career program, but because of the admissions standards, they are not allowed to participate and is a population being left out.

Ms. Priest also asked staff if we will utilize the job trends from the Labor Department to look at and forecast where the projected job markets will be over the next 10 years so those are the curriculums we are putting at the middle school level and carrying over to the high school level? She also asked if vocational and technical options will be available in each middle school and what modules will be used? Mrs. Turner stated that initially staff will begin with the three that are already in place (journey to careers, introduction to business and computers, and keyboarding). She said is looking to provide this opportunity for middle school students to achieve high school credit if it is taught by certified teachers in those areas.

Mr. Riall addressed the required parent guardian involvement in student success and how we will address this? Mrs. Turner explained that the plan will be to include communicating to parents the value they bring to the table when they understand the comprehensiveness of the educational program. When a parent will work with staff, it provides an opportunity to reinforce not only in school, but in the home, the expectations for behavior, for career awareness, for college readiness and working with the students so there is an understanding in grading, requirements for homework, etc. that will support what is happening in the classrooms. Mrs. Turner stated that what is important is to establish a positive atmosphere for parents to want to be a part of working with the system and allowing for their student to be more successful. Mr. Riall asked if there is anything in place for students whose parents are not involved? Mrs. Turner responded that staff will be looking for additional adult mentors, the teachers and staffs will continue to serve as contacts for the students to encourage and support them to be successful as well, and recruiting additional community support.

Mrs. Bell shared her concern for 6th grade students being placed in the 6-12 configuration, because she believes it can be done, but, as a sixth grade teacher for 10 years, she knows how it will be. She asked Mrs. Turner how staff plans to address this, i.e. 6th grade academy? She knows the 9th grade academy is working on the Huntington campus, but she would like for staff to provide a list of things staff will do to address these concerns. She asked the superintendent if when he turns these high schools into 6-12 schools, how much resources will we have? She shared with everyone that she had heard rumored how much resources will the district have if from day 1 it has been said that it is true we will have all the students coming from one school with 40 students in a classroom. She asked the superintendent to tell her what resources will be in place for the 6th graders and what is being planned to help them adjust to being with high school students, how will we address the children's safety? Dr. Dawkins noted that staff has been receiving these type questions and in mentioning the 6th grade and 9th grade academies, specific staff members will be assigned to work with these students in that transition. He said there are successful 6-12 models in Louisiana and visits to those schools will be scheduled to allow staff to observe how these configurations are implemented. Superintendent Dawkins noted that as long as we can keep students, they stand a better chance of graduating from the school where they began. Mrs. Bell inquired about the required parental involvement for student

success and how are we going to do this? Schools that have PTAs will sometimes only have a handful of parents show up, thus she believes we need to be realistic and that it is the teachers who sometimes are responsible for getting parents more involved. She asked for ideas on how we can use the PTA to help these schools improve student achievement.

Mr. Hooks stated his agreement with Mrs. Bell's comments and he hopes we can come up with a solution to keep the 6th graders off the 6-12 campuses. He said this is a difficult transition for 6th graders and they do not need to worry about the problem of bullying. Being for the children and the employees, he assured everyone that their children will be safe. He added that all this looks good on paper, but he wants to know how we are going to require parental involvement and what will it cost? Mr. Hooks said he also wants to know how many middle schools are we talking about expanding the career technical program to? Mrs. Turner responded that whatever the board decides, then we will know which middle schools will require which courses. Mr. Hooks said he was placed in a situation where his school was the only middle school that had a program that consisted of career and technology; and when the superintendent left that helped him implement this program, staff did nothing for that program. Mr. Hooks asked staff what is being done to help the Caddo Middle Career and Technology program today? Mrs. Turner responded that the option there will be expanded like the others. Mr. Hooks asked staff what is being done to help this school today? Mrs. Turner said staff is supporting what the school has going on as it relates to career awareness. Mr. Hooks stated that if Mrs. Bell did not have the end of the year program in place each year, he doesn't believe the school would have made it, because she secured additional funding for the school that the district did not provide. Mrs. Turner explained that the plan is to achieve what is being presented to the board and it will require organization on the staff's part as well the community. Mr. Hooks asked about expanding outreach efforts to create effective community partnerships, because the community has lost confidence in the school system. Ms. Priest reminded everyone that the purpose of this meeting is to ask questions about each Vision 2020 recommendation to be implemented, and she encouraged everyone to stay focused to that end. Mr. Hooks said he wants an answer and how will we regain the confidence of the communities that has been shattered? Ms. Priest stated that the question should be how will we expand the outreach efforts to create effective 2020 partnerships? Mr. Hooks said that is what it says on the paper, but his question is how can we regain the confidence? Mrs. Turner said staff is working with many different community partnerships in a number of capacities, i.e. with the universities relative to mathematics, social studies, turn around principals, etc., training for teachers in the areas of mathematics, social studies and science, teachers participating in institutes for either history, career technical, and we will continue to build on that platform. She said staff is also communicating with Head Start and other early childhood providers to build on these relationships. Mr. Hooks said he appreciates that, but he wants to know how he can regain the confidence of those who voted for him when we were told that nothing would happen for 3-5 years or more and now we are forcing these students to move? He said he believes children learn best when they are where they want to be, and not where they are forced. Dr. Dawkins stated that his concerns are certainly the staff's concerns and he wishes that these discussions were not necessary; however, the district has challenges in the district and the state that we have to accelerate in order to make this district a viable school system. Ultimately, something must happen this year; and if not, what must happen will double. Restoring confidence is what this is all about, and what is presented comes from concerns expressed by the board and the community. He said there are certainly some things that need to change and what is being presented reflects those changes.

Ms. Trammel asked that something be included relative to absenteeism in the middle and high schools under academics and she would like to know the projected amount for each bullet item. Regarding the sixth graders, Ms. Trammel stated that she is not able to fathom them being in the high schools and wants to be assured about the safety of the sixth graders.

Mrs. Armstrong asked if the district wide testing is scheduled for this coming fall? Mrs. Turner answered that is correct and at all grade levels. Mrs. Armstrong asked if this is considered a pre-test? Mrs. Turner said it is a universal screening. Mrs. Armstrong asked if these same students have a post-test in May prior to school being out in order to register some factor of growth? Mrs. Turner said there will be an assessment of the grade level standards, but this initial assessment gives a starting point so we know where the students are starting and so we can plan their lessons according to their needs. Mrs. Armstrong stated that her interest is that we have a post test using the same instrument so we can determine if there has been growth. She said the teachers would then be able to determine how the lesson plans need to be adjusted or what other objective needs

to be implemented. Mrs. Turner explained there will be an assessment and the universal screening is something separate and assessments will be used in between them to measure growth. Mrs. Armstrong asked if she understands correctly that we are not using the same tool for the post-test. Mrs. Turner said we are not, because it is a universal screening used initially to determine where the students are. Mrs. Armstrong stated her concern is the same as with the Leap and iLeap because you are measuring a different group of students and in this case, you are using different instruments. She believes there is a need to find some type of consistency in order to have some determination on a level playing field as to whether there is growth or not. She said there will be interventions and testing along the way, but unless the same pre-test is used, you cannot determine if the interventions worked. Mrs. Turner said that is something that can be done for comparison purposes.

Mr. Ramsey asked if JPAM will be fully operational next school year? He asks this question because there is a notification process contained in it that if a student scores poorly on a test, there is an instant notification. Also, as it relates to attendance there is also a notification so that parents know their child is at school or not. The superintendent responded that this was the first year JPAM has been operational and staff is looking at those areas that have not been used as well as those areas that need to be used at a higher level. He said there will be a review of the program in the coming weeks and discussion on aspects that have not been used, i.e. special education, et.al. Mr. Ramsey asked if we will be eliminating ineffective instructional practices and programs before adding any new practices and programs? Mrs. Turner explained that the goal is to eliminate anything that duplicates itself so teachers are not charged with implementing programs simultaneously that are doing the same thing. She said it is also staff's goal to take those programs that are successful and make sure all schools have the opportunity to take advantage of these programs and practices. Mr. Ramsey asked if the discussion will get into the details on how we plan to address and improve graduation rates and job readiness? He commented that most of the discussion has been bullet items, and he would like to get to the details and discuss concrete plans for addressing academics.

Mr. Burton asked the superintendent about what is happening at Booker T. Washington with the proposed 6th grade coming there? Dr. Dawkins responded that Booker T. Washington is a new technology high school and J.S. Clark is a microsociety school and both programs are showing gains, and that is expected to continue. He explained that the configuration will be a 6-12 campus and would operate as a middle school and high school on that campus. Dr. Dawkins said staff believes it has the capacity to do this and staff is still working on the details to merge these. Mr. Burton asked about the two-year program at Booker T. Washington and J.S. Clark, because he is concerned about the facility and will get with the superintendent regarding specifics.

Mr. Rachal stated that the total package has five areas of recommendations that are not mutually exclusive from each other and all work together. He said he wants to hear what we are talking about in academics and how it fits in and how does it benefit us when it comes to the proposed changes in the facilities? He used Blanchard as an example and the successes it has seen, but there are many other successful programs in Caddo Parish, and he asked staff to explain some of the most successful programs in Caddo Parish? Mrs. Turner responded that she believes the K-8 instruction component is working well, the pre-school is building toward where it needs to go, and we need to continue working on literacy as it relates to a larger portion of the student population to ensure that we are moving forward in this area, i.e. islands of excellence in the area of foreign language, enrichment and career tech areas based on their programming and leadership. Mr. Rachal said he believes it would be good that these large generic bullets include details. He also asked if the Gateway Program is successful? Mrs. Turner again stated that islands of excellence is in place with the Gateway Programs and there are ways to enrich and increase the rigor of the current gifted programs to expand and build on them. Mr. Rachal referenced information from July 2010, and in his effort to put all the pieces together, he would like to know if the consolidation of schools will help reduce the drop out rate; and if so, how? Mrs. Turner said in talking about grade configurations, you are defining the structure of the environment; but where the rubber meets the road in terms of drop-out prevention and increased student achievement, this happens in the classroom one by one and teachers with students. Thus the configuration could be a K-8, a 6-12, a 7-12, but in talking about drop-out prevention and increasing student achievement, it has to happen in a teaching and learning environment. Mr. Rachal stated his agreement, but asked if the consolidation will help with the academic side to reduce the drop-out rate and increase the graduation rate. Dr. Dawkins explained that if all the schools were excellent schools, which is our goal, we have building capacity in our schools that

is not being utilized, some buildings being almost half empty; and moving programs is one thing, but having space is another and is something that must be addressed. He said it is believed it is beneficial to have the students for a long period of time, giving them a structure that follows them for a longer period than just elementary, or just middle. He said while there are numerous reasons for looking at these configurations relative to academics, there are capacity issues that cannot be overlooked and issues that should have been looked at years ago. Mr. Rachal said he is one that has said that, but in looking at the academics, he wants to know the benefits from K-8, 6-12, 7-12 configurations, and he would like to get this information prior to a meeting in order to review it and better be able to ask questions. Ms. Priest stated that she believes additional information on each of the bullets presented is something all the board members would like to receive prior to the next work session. She also reminded the board members that information on K-12 configurations was provided to them in the past.

Mrs. Turner continued to present information on Phases II and III of the plan as follows. In continuing to provide reading support in phases beyond Phase I, Mrs. Turner explained that we will look at the roles of the reading interventionists and reading specialists, as well as creating reading locations and support systems within each school for them to come in and work with the teachers. She said extended learning opportunities for teachers will be provided through job embedded support as well as on-line support in the areas of behavior and reading instruction. Mrs. Turner addressed reassigning school staff to address student behavior and how instructional specialists and psychologists will be used to address identified behaviors and problematic areas and provide staff support and strategies to reduce disruptions and distractions in the classroom, and maximize teaching and learning. She also shared how staff plans on expanding the middle school career and technical opportunities and technological enhancements in all classrooms by being in a position whereby students will have the capacity to use laptops anywhere within their building and that teachers will have smartboards and the technology support within their classrooms.

In Phase III, Mrs. Turner explained that in looking at redesigning alternative schools, staff is looking at some of the Best Practices relating to alternative schools so we can capitalize not only on the behavior modification, but also connect students with career technical options within the alternative school environment. She said we will continue to work with teachers and staff on behavior modifications and expanding the career technical education programs at the middle and high school level, aligning what's happening in the middle school with what the career assessments are reflecting, and building on the 8th grade graduation plan so 8th graders know what their high school program will look like. She said staff will continue to concentrate on the recruitment of community resources and volunteer support based on the career expansion, technical vocational and the reading areas, as well as support from mental health expertise within the community to address behaviors.

Mrs. Crawley noted a letter at her station, which she hopes other board members also received, and that we may be on the wrong trail and possibly should be looking at the district's deficit instead of Vision 2020. She also asked about reading support and if she understands we will hire more non-classroom teachers at the same time we are going to increase the pupil teacher ratio, and she believes this is saying we will need additional persons to help these children who will not behave or that have reading problems. Mrs. Crawley asked about the master teachers in place at one time in the district who pulled students from their classroom to provide help, and she does not believe this was effective. She thinks it would be better to support a classroom teacher with the fewest number of children financially possible. Mrs. Turner said we are not talking about hiring more non-classroom teachers at this time, but we are talking about the reallocation of those we have. Mrs. Crawley asked if she understands we will be increasing the class size? Dr. Dawkins responded that we are not adding any staff, because we believe we have ample people if they are refocused and redeployed to areas to assist in the classroom. Mrs. Crawley responded that she doesn't want them taken out of the classroom, but use those who are already out of the classroom and specialize. Dr. Dawkins added he believes there are enough persons that can impact this greatly. Mrs. Crawley asked if a questionnaire has been sent to teachers for input on the elimination of programs, because what works for one teacher may not work for another teacher. She said she believes the teacher is the one in the classroom or not using something and should be the one to determine what will work in her classroom. Mrs. Turner explained that as staff looks at the assessments and results, they are looking at the existing programs in each particular school, and this is information staff will utilize to determine which programs in the schools are working. She also explained that staff has begun meeting with the

building principals on what is working and what is not working, and staff will definitely involve staff in this communication. Mrs. Crawley said she believes the bullet points could have been written by any person who can read and has read any education literature and never set foot into Caddo Parish. She said they are all Best Practices, but they don't tell Caddo what it should do. Mrs. Turner stated her understanding and that staff can certainly provide more details.

Mrs. Bell stated that she is not on the board to attack anyone and asked staff to provide information on the end of course test that begins in the 9th grade and the phasing out of the Graduate Exit Exam. She asked if she understands that this year's 9th graders will be the first to take end of course tests in Biology, Algebra and Geometry on-line? She stated that parents of 9th graders need to be prepared for this test in May. She also referenced this is something new at the state level that may help the district with graduation rates and asked that an explanation of this new process be included as a bullet.

Mr. Ramsey asked if the redesign of all the alternative schools and behavior modification training in Phase III can be done earlier in the plan to specifically address over-age students at each level (elementary, middle and high school)? He said he believes there have been too many interruptions in academics; and while he believes it has gotten better, he asked if some of the issues can be addressed sooner. Mr. Ramsey also referenced the benefits of the various configurations and he would like more points/discussions on K-5 versus K-6, 6-12 versus 7-12, 8-12, etc. With this being many of the questions from constituents, he believes we need a clear explanation of how and why we would place 6th graders in the high school setting.

Mrs. Crawford asked about the pilot foreign language exploration classes and if placing a foreign language in those schools not performing adequately (according to Paul Pastorek's formula), will help or will it be a hindrance? She also asked if, since Caddo is such a large district, and some of Caddo's schools may not be in AUS or AA status, they may be piloted in those schools. She also asked if we are doing this program school wide or specifically to those schools listed in the academic 2020? Dr. Dawkins explained that the plan presented is for all schools and the pilot for foreign language is for those in AU status needing more exposure in foreign language. The pilot would be in schools of different status. Mrs. Crawford referenced Dr. Dawkins' comment that it helps students stay in school, and she believes if students do not have a problem staying in school, she believes having one less transition between middle and high school helps them stay in school through the 12th grade.

Mr. Hooks stated his agreement with Mr. Ramsey's comment on the over-age students and the urgency in removing them from the regular campus. He doesn't believe it to be safe to have 11-13 year old students on the same campus with elementary students. He also doesn't believe it is safe to have 14-16 year olds on middle school campuses. Mr. Hooks said he believes a look needs to be made at a school for over-age students because they are hindering the other students from learning because of their behavior.

Operations

Mr. Lee explained that operations for Phase I (2011-12 school year) is looking at a deficit budget of \$20 million. He shared with the board various options that might be available to help the district in finances as well as the curriculum area. The options are: reduce travel and supply expenditures at Central Office (25% cut initially), eliminate salary step increase for all employees, eliminate the base incentive for the target schools, increase the staffing formula by 2 students per classroom (approximately \$6.5 million), reduce the usage of substitute personnel by looking at how we use subs throughout the district (\$2 million), and eliminate \$200 teacher supply allotment (\$600,000). Mr. Lee explained that Mr. Woolfolk is also looking at areas to improve the transportation/fleet efficiency, looking at inefficiencies in support staff that could possibly save approximately \$500,000. In Phase II, Mr. Lee said staff will continue to look at the budget and the projections for 2011-12, as well as the 2012-13 school year. The fund balance is also an area. Ineffective programs will be looked at closely for any that may be eliminated. He said staff will be looking at all its financial strengths (General Fund, IDEA, Title I, etc.) to see how well it can be put together to best serve the children in Caddo Parish. He said the security operations will be assessed as well as the purchasing department, consolidating duplicate processes, and possibly save \$1+ million. Mr. Lee also reported that Phase III will include the annual review of the budget to ensure that we are financially fit; and if the board approves moving forward with the plan, it will be at this point that further discussions will take

place about a possible bond proposal to provide necessary funding. He also explained that staff will look at the central inventory system and how we track textbooks and the possibility of e-books, we could see a savings of approximately \$1 million.

Mr. Hooks asked how much will it cost to implement Vision 2020? Mr. Lee responded that further in the presentation and discussions, Mr. White will be sharing not only the savings, but also the costs. Mr. Hooks asked how can the board vote on something without the figures? Mr. Lee said Mr. White will share the requested information. Mr. Hooks asked for clarification in the elimination of inefficiency in support staff and services. He said he checked and there is the Superintendent's Executive Staff, two chief operations officers and he doesn't believe we need but one, we have an area director, and additional directors and why is staff talking about cutting support staff when they are already at the bottom? He asked about the possible elimination of administrative staff at Central Office, elimination of positions at the top and not at the bottom. Mr. Woolfolk explained that they are saying eliminate inefficiencies in the process, not people. Mr. Hooks asked for an explanation of what eliminate means, and Mr. Woolfolk said it means eliminating processes, which could result in people being moved or doing different duties than they have in the past. He said it does not first assume that there are too many people, but that the process is broken and it needs to be fixed. Mr. Hooks said he has a high school diploma and a college degree, and he still has not heard what eliminate means and you cannot define a word with the word.

Dr. Dawkins said that staff is trying to explain that it is necessary to look at everything and nothing has been decided on. When a final decision is made, specifics will be given to the board, including the positions if at all.

Ms. Trammel asked staff to explain forgoing the salary step in 2011-12 and if this can be revisited, because she knows many staff did not get an increase or step this last school year and this is a way we can encourage the staff. She also asked staff to look at not eliminating the \$200 supply money for the teachers. Relative to eliminating inefficiencies, Ms. Trammel said she worked in the office and knows many processes in place are a duplication. Mr. Woolfolk added that while people may be affected, staff is first looking at the duplication of processes and if we can do some things better and more efficiently.

Mr. Riall asked Mr. Lee about the projected fund balance deficit of \$20 million and if he understands correctly that \$11 million of that amount is related to retirement cost, in addition to increased health care costs. Mr. Lee responded that is correct. Mr. Lee asked about the \$11 million and if this is something we must put in escrow or can it be dedicated on paper. Mr. Lee explained that as payroll is processed each month, that amount deducted from the employee's check along with the district's portion must be sent to the retirement system.

Mrs. Bell asked the superintendent and the president if the board does not pass this proposal, what will it do for this school system beginning in June-July? Dr. Dawkins explained that in looking at next year's budget and planning for Vision 2020, the \$20 million is something that has to be addressed and by state law, the district must have a balanced budget. To find savings of \$20 million, Dr. Dawkins explained that the first phase of Vision 2020 provides some opportunities to find some of these savings. He said if this plan is not approved, the savings will have to come from somewhere; and with 85% of the budget being comprised of staff, staff is looking at ways to save that will not affect the classroom, i.e. attrition and cuts away from the classroom, to ensure that the district has a viable education program for years to come.

Ms. Priest stated that the district is already on the State Department of Education's "watch list" fiscally because we have less than \$5 million in our reserves. She added that to operate the district, it costs approximately \$1 million a day and this means in the event of a catastrophic event, we will only be able to run the district 5 days. Ms. Priest also stated that with some of the school buildings underutilized, some only 45% occupied, it is still a cost to heat and cool the entire facility and implementing some of the proposals in Phase I would be a savings in utilities, maintenance, insurance, etc. She also said with 43,000 plus students in the district and approximately 396 bus routes with buses not full and the cost of diesel fuel, this is another area that can be assessed and inefficiencies eliminated. Dr. Dawkins added that the inefficiencies being referenced are the fact that we can move schools into other schools without making renovations because there is room for them. He also stated that you will eliminate programs, processes or you will eliminate people. Mrs. Bell stated that she understands and she wants

others to understand what we are facing. She asked if in reducing the use of substitute personnel, it is possible, with the new law in effect, to have a pool of retired, certified teachers and pay them substitute pay? She believes this would be a savings and at the same time have certified substitutes in the classroom. Mr. Lee stated that staff can look at this, but there are certain requirements when hiring a retired, certified employee relative to what they are paid. Mrs. Bell said she believes the new law will be grandfathered in and began June 30th. She also asked staff to revisit the \$200 supply allotment for the teachers. Mrs. Bell also agreed with the inefficiencies in transportation by transporting students all across the parish for students outside their neighborhood school district and that we should look at guidelines in transportation for these students and the parents responsibility.

Miss Green asked staff in what fund will the approximate \$1 million in savings be reflected in the consolidation of Newton Smith and Green Oaks? Mr. Lee said it would be a savings in the General Fund, helping to offset the \$20 million deficit. Miss Green asked if additional wings will be built with these funds to help the schools that are consolidating? Dr. Dawkins responded there will not be any new wings built, and the only construction will be in the third phase if a bond proposal is passed. He said the consolidations in Phase I will help the district get out of the deficit it is in.

Mrs. Crawford stated that she doesn't believe the numbers add up. Dr. Dawkins responded that it is because changes are continually being made. Mrs. Crawford asked that staff revisit the recommendations relative to pay step increases and the \$200 allotment for teachers. She also said she believes some of the underutilized buses might be students going to DECA or Career Center and asked if it would be more economical to use a smaller bus or a van to transport these students? She also asked about the fleet of cars used by supervisors and would it be a savings in fuel, insurance and maintenance to do away with these vehicles? Mrs. Crawford asked if she understands correctly that if the board votes "yes" for this proposal in its final form, we will not be voting yes for the budget, but that is something that will come to the board at a separate time? Mr. Lee responded that is correct. Dr. Dawkins also added that is correct, but some of the numbers will impact the budget. Mrs. Crawford also asked if the \$20 million includes the amount for the medical retirement that must be reflected in the budget? Mr. Lee said the \$20 million does not include that, but only General Fund operations.

Mrs. Armstrong asked staff to look at cross training among staff members in an effort to eliminate inefficiencies. She said she believes every year there are approximately 300-400 employees that retire or resign, so is she correct that we will not lose any staff? Mr. Woolfolk responded that staff looked at the approximately 400 persons hired every year and are the ones that would be looked at maybe not filling or possibly using present employees, moving from within. Mrs. Armstrong asked about the cost of diesel fuel and when will the rebid for fuel be up for renewal. Mr. Woolfolk explained that it is annually in July. Mrs. Armstrong asked if it is a one-year contract or three-year? Mr. Woolfolk responded that it is a three-year contract with two annual renewals. She asked if the district is on the first renewal of the three-year contract? Mr. Woolfolk said that is correct. Mrs. Armstrong also asked staff to revisit staff salaries and be supportive of our staff, and if it is necessary to look at the elimination of the \$200 supply allotment for teachers, that staff would, as a last resort, look at eliminating no more than \$100.

Mr. Ramsey asked for clarification of forgoing step increases, because he understands the teachers will at least get the MFP component. Mr. Lee explained that staff is looking at this to see if it can be applied to all employees. Mr. Ramsey asked staff to look at the rule relative to what portion goes to teachers' salaries. Mr. Lee said it does, but the district provides them salary schedules each year showing the annual step increases. Mr. Ramsey asked if individual departments have their own budgets and if those budgets have been reviewed? Mr. Lee responded that staff is currently looking at these budgets and they are looking at those items that can be consolidated? Mr. Ramsey asked about a target for savings in this area? Mr. Lee stated not for the overall, but only the target savings for M&S and travel, which for most is the biggest part of these budgets. Mr. Ramsey asked about the overall impact of Central Office M&S and travel on the budget and that he understands the amount to be very minimal? Mr. Lee said that is correct, but staff felt it important to look at reductions here as well. Mr. Ramsey asked can we really save \$1.4 million by removing duplicate or redundant job processes and some examples? Mr. Woolfolk explained that eliminating duplicate or redundant services could include half-filled buses, repairmen working for child nutrition and repairmen working for maintenance, repairmen in transportation for security cameras on buses and repairmen in security for security cameras in

buildings, inventory control persons located in transportation, in maintenance, books, textbooks, four reproduction areas, etc. These along with eliminating redundant services, processes and inefficiencies, staff believes will generate the predicted savings. Mr. Ramsey also added that there are a lot of employees that will retire or resign and he believes that will be where the savings will come from; so in looking at budget reductions, he believes a lot will depend on the use of employee force we have. He asked that staff provide these type details as the board goes through this process.

Mr. Woolfolk indicated that one reason employee development is being recommended for the support staff so staff is prepared to be flexible and agile and able to do more than one job which will save a lot of employees from not having a job when they can be retrained inhouse and placed in another position and eliminate reductions.

Mrs. Crawley stated her agreement with the comments to keep in place the step increase and the teacher supply allotment, and asked about increasing the staffing formula at the middle and high school levels, and asked if we are talking about increasing Caddo's staffing ratio or the state's, because they are different. Mr. Lee responded that it is increasing Caddo's. Mrs. Crawley asked if she will be able to go into a classroom and count them and there may possibly be 3 more students in the classroom, but not 4, 5 or 6. Regarding substitute personnel, Mrs. Crawley asked if this will require teachers to take their planning period and substitute in classes, because this is what teachers will see in this. Dr. Dawkins said that is not what this is about, but there are certified employees that work in Central Office that may be asked to sub from time to time. Mrs. Crawley asked if it is legal to take away the UPR days in the coming year, because many people use this as personal days to do whatever they want to do. She asked that the possibility of freezing use of these two days be looked into. Mrs. Crawley also asked if it is illegal to eliminate the school based incentives at the targeted schools because of the MOUs and agreements with the teachers to go to these schools for three years. Mr. Lee said staff is looking into this and discussions are being held with the RSD. In talking with personnel, he doesn't believe an agreement was signed. Dr. Dawkins assured the board that we will definitely not do anything that is illegal and this is one of the ideas that came up and was placed on the table and staff is looking into it; and if it can't be done, it will not be done. Mrs. Crawley stated she appreciates these meetings, but to say we will vote on this on the 24th is not, to her, urgent and she believes we should set this aside until the budget is addressed. Mr. Lee responded that is what will be done. Mrs. Crawley said she knows, but she believes they are being held hostage by doing this first; and she understands we did the very same thing last year with the compensation plan when the board was not given the budget until the compensation plan was approved. She said she thinks it is ugly to say we have to do this or the world will come to an end and even strangers are saying we should look at the budget first. She asked if teachers have been asked for input on what they believe could be eliminated to save dollars and not rush in doing this.

Mr. Hooks asked the superintendent if teachers will still be compensated under the Caddo Plan for 2011-12 school year? Dr. Dawkins said they will still be compensated, but staff is attempting to determine how much of it will happen. Mr. Hooks agreed with Mrs. Crawley and he doesn't believe the board should vote on anything until they see some figures. He asked if he will get the figures on the cost to consolidate? Mr. Woolfolk stated he will bring that information Tuesday, but it will be \$1.2 million to consolidate. Mr. Hooks asked if there will be figures before the board, because he believes it was a ramrod with the compensation study. Mr. Woolfolk stated that the board members will have the figures in front of them. Mr. Hooks stated that Mrs. Bell and Mrs. Armstrong referenced retirees, and there will not only be a lot of teachers retiring, but there will also be a lot of teachers moving to another parish. He asked if a job fair is planned for this school year? Dr. Robinson said the job fair for April was cancelled because staff is looking at reducing the numbers of new persons who will be invited to come into the district as we are taking care of those persons already employed by the district. She said applications will be processed and made available to principals, administrators, and others who will be filling vacancies. Mr. Hooks stated that he believes we will lose teachers to other parishes. Mr. Hooks asked if there is a shortage of bus drivers in transportation? Mr. Woolfolk responded there is a serious shortage of sub bus drivers, and staff recently completed recruiting and training last month. Mr. Jones announced that of the 40 applicants, we were only able to use 10-15. Mr. Hooks asked if there is a reason for this? Mr. Jones responded that this is not just a local problem, but a state and national problem, and we are not finding those who are interested in this type work. Mr. Hooks asked about the report of using 18-year old bus drivers, and Mr. Jones

indicated that this is the state law at this time. Ms. Priest said there is a proposal being floated before the Legislature in April, but at this time, it is uncertain if it will make it to the floor.

Mr. Rachal asked about the numbers presented for the total savings for Phase I of \$22.9 million and if it includes the recommendations/options presented? He said he would like to know the effect of the Vision 2020 plan and how it impacts the budget. Mr. Woolfolk explained that it does include the savings in the area of operations as well as in the facilities portion that looks at everything in Phase I. Mr. Rachal said he know it will cost \$1.2 million to make the renovations needed, but he would like to know how much it will save in the budget. He said he would like this separated with a clear understanding how it will help us. Mr. Lee referenced page 4 and the savings of \$6.3 million in Phase I in the consolidation of schools. Mr. Lee also reminded everyone that the \$1.2 million to save the \$6.3 million and emphasized that the \$6.3 million will be an annual savings in the General Fund. Mr. Rachal asked that staff explain how we will reduce \$2 million in substitute personnel. Mr. Woolfolk responded that staff will be presenting to the board proposed changes in policies that will address some issues in attendance that creates the need for substitutes (all substitutes), and how can we improve by doing things different. Mr. Rachal referenced frequent comments about the school system being top heavy and asked if we are top heavy in buildings and facilities? Dr. Dawkins agreed that we do have too many buildings. Mr. Rachal stated that if we are too heavy in management, then he believes we need to look at facilities also.

VISITORS

Alfred Cole III, parent, addressed the board on the recommendation to close 81st Street ECE and the need to keep 81st Street open. He highlighted the outstanding programs and staff at 81st Street and that he believes moving them from this community will be detrimental. He encouraged the board to keep these schools open.

Sandy Hearron, parent, shared with the board that she and her family built their home in Blanchard in order to send their children to Blanchard Elementary. She now wonders with the proposed changes if they made a mistake. Mrs. Hearron said she finds it hard to believe that Donnie Bickham can be ready in August to receive over 500 elementary students. She said she has only seen four available rooms and the halls are already crowded and doesn't understand wanting to create such a nightmare for teachers and principals. She said there are many unanswered questions, i.e. limited cafeteria space, lack of ample gym space, lack of restrooms for the 12 classrooms for kindergarten, recently purchased playground equipment at Blanchard and play areas for the children, parking, etc. She said the restlessness and risks are not good for this community and she added that this move is affecting her property value. She pleaded with the board to not make this change.

Brittany Gaskin, student at Blanchard Elementary, shared with the board why she does not want Blanchard closed. She encouraged the board to vote no and save Blanchard Elementary.

Leann Anglin referenced several years ago when she requested information and plans for changing/closing some of Caddo's schools, she did not receive those plans nor any answers. She said when the Vision 2020 meetings were scheduled, she looked forward to seeing the specifics of the Vision 2020 plan and at the fall session she requested specifics and was told she would see them in January 2011 and she is still waiting to see the specifics of this plan. Regarding the reading programs and assessments, staff said they did not have the information at this time, we need more input. Another reference was made relative to ineffective instructional programs and the response was once the complete list is seen, and these remarks make her very sad and they bother her. She wonders if we will ever see a specific plan and if there is a specific plan, will it be placed on the web site for other to see, and will there be a plan that has concrete objectives, specific actions and activities, specific date of implementation and completion, specific persons responsible and specific budget on each item. Ms. Anglin reminded the board that a plan is hard to implement unless it is specific, realistic and complete, and a good plan needs good people who will follow up. She asked the board to consider not rushing something that is not complete.

Johnny Digilormo, mayor of Town of Blanchard, shared with the board on behalf of the Town of Blanchard, the growth Blanchard has seen since the last census and the future growth with the completion of I-49 north. He also announced that the Town of Blanchard has invested \$15 million in a new water plant, as well as \$2 million to expand the sewer for future growth.

Finally, Blanchard Elementary has been the heart and sole of Blanchard for many years and they believe it is imperative to keep this school open. He also stated that Blanchard Elementary is one of the main reasons people come to Blanchard and one of the main reasons why Blanchard has grown so in the last 10 years.

Paige Carlisle stated that relative to the budget and the possible \$20 million deficit, she believes included in that amount is the \$17 million being carried forward from this year's budget and that maybe the possible deficit is \$37 million. As a taxpayer, she said this is very troubling; and being on the state's watch list, she is concerned that this is no where near getting out of the financial situation we are in. Ms. Carlisle asked what will we gain by being declared unitary and what actions will we gain that we cannot do now, how will it impact the school system. She also asked about the reconfigurations and the statistics that reflect there are 55 pre-K through Kindergarten schools, none of which are in AU status; 23 pre-K through 8th, none of which are in AU status; 22 6th through 12th grade schools, one of which is in AU status; and 39 7th through 12th grade schools, none of which are in AU status. She asked if staff can provide demographics on each of these schools, programs that are working and how they compare to Caddo Parish. With Louisiana being at the bottom of the list in the nation, she also asked if it is fair to say there are 39 other schools in Louisiana functioning in a certain configuration and is this what we want to base reconfiguring these schools on?

Laquisha Green, parent, shared with the board her concerns about changes being made in her child's school and that her 13-year-old daughter may have to attend high school. She also believes if the classrooms are larger, it will be more difficult on the children.

Carrie Gaskin, PTA President at Blanchard, addressed the board on the potential closure of Blanchard Elementary. She shared the positive role Blanchard plays in the community and she highlighted the many positive aspects of the program and staff at Blanchard. She asked the board to not rush with this decision and she presented a list of over 3,000 signatures in support of keeping Blanchard open. Mrs. Gaskin said moving these students to another campus on this short notice is not satisfactory and asked that other options be considered for Blanchard.

Michael Williams addressed the board on the proposed Vision 2020 Plan and the recommended changes to Booker T. Washington, J. S. Clark and West Shreveport. While he does not have any children enrolled in Caddo schools, he is a product of neighborhood schools and is very proud of the education he received from these schools. He said if the cornerstones (schools) are removed from these communities, it will be devastating. In trying to breathe life into these decaying communities, taking away these schools will be taking away these communities. He asked the board to consider redrawing the lines and make every school a magnet school, make every school diverse, and relook at the M to M option. He encouraged the board to think this through and consequences that may occur by mixing 6th graders with 12th graders.

Tammy Phelps, former school board member, addressed the board on her concerns relative to the Vision 2020 Plan. She said she is sad when she observes what is going on and she doesn't understand why it has taken over two years to get an assessment of how students are doing, but a rush decision is being made in four months in redeveloping the entire parish. She said there is talk about a plan that no one has specifics on and board members are placed in that position to serve by the people in the audience and the parish taxpayers and she does not understand why there is a rush to approve a plan for 2013 out. She stated her opposition to the plan and to a bond issue and asked why are we just now looking at the deficit? Ms. Phelps also questioned how much was spent that was not in the budget and why are we not asking VYJ for the \$100,000 contribution to be returned, are we asking for a reduction in the administration's salaries, and are we asking the superintendent to decline his non-performance bonuses? Ms. Phelps also referenced the program implemented at a new school configuration in Oil City two weeks before school started and the year prior, a time change was implemented two weeks before the start of school, and we are now looking at doing the same thing right before school starts. She said she hopes that the board has listened and will take into consideration everything that the community, the taxpayers, has said.

Daryl Robinson, Caddo Association of Educators, addressed the board on the many unknowns relative to the Vision 2020 plan. He said it is important that people know in concrete terms how the plan will affect the employees of the district, certified and classified. Mr. Robinson stated that in looking at the implementation of each academic phase of the plan, it is important to know

if the custodial worker, the cafeteria worker, the teacher's aide, the clerical worker, other paraprofessionals, teachers, and administrators still have a job. He said that job security makes for harder workers and more dedicated employees. He asked the board not to balance the budget on the backs of those who work the hardest and work with the children. He reminded the board that all eyes are on the board.

Walter Autrey, parent, stated that he does not see any vision in the Vision 2020 plan, but he sees division, destruction, in an already failing society. Mr. Autrey said the board should not place 11, 12 and 13 year olds in a setting with senior high school students and expect something good to come from it. He shared with the board the positive experience his children have had in his neighborhood schools and that they are excelling in these schools, so he doesn't understand at what expense the district is looking to revamp and reorganize. He said he doesn't understand how we will build a better community when the district is constantly doing things that takes the mind off the education of the children. He shared his disagreement with moving children to schools with older students, and asked the board to take the time to look closely at this plan and vote no on implementation of the proposed plan.

Betty Gibbs, Hillsdale parent, shared with the board the economic and cultural impacts she believes will result with the implementation of this plan. She said she doesn't believe this plan is transparent, and that pros and cons of the plan were not shared with the people. Ms. Gibbs also shared with the board her positive experience at Hillsdale, and how she believes putting the younger children with the older children will be putting them in unstable environments. She encouraged the board to consider the negative impact these proposed changes will have on the children.

Henry Wesley, parent, said he believes if this is done the correct way, it will be a good thing; but we need to ask the question how will doing this make someone want to attend and graduate from school. He said he believes the magnet schools destroyed the communities and took away community pride. Mr. Wesley shared with the board that he sent his child to Eden Gardens and to Middle Magnet, but she attended Booker T. Washington High School. He said there are young and older children at the community centers with no problems, and he also reminded the board that you will see a senior cheerleader mentoring and teaching 6th graders how to cheer. He said he believes the elementary schools should stay in the community, but when it comes to middle school, he believes it helps the students to have pride in their school by being there from the 6th through the 12th grade.

President Priest announced that the next work session on Vision 2020 will be at 4:00 p.m. on Tuesday, March 22nd and it will pick up with discussion on facilities, legal and policies.

The meeting adjourned at approximately 7:04 p.m.

March 22, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Tuesday, March 22, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

President Priest announced that the meeting is being broadcast in Room 1 for overflow seating.

Vision 2020. Ms. Priest announced that during the last meeting staff covered academics and operations sections of the proposed Vision 2020 plan, and today the meeting will pick up with the areas of facilities, legal and policies.

Superintendent Dawkins stated that today's discussion will begin with facilities and will include an overview of the benefits of the proposed 6-12 configurations at five high schools with the focus on what we are doing to address graduation rates and the overall academic performance of all our schools. He said the public has said to have the financial house in order before asking for more assistance now and in the future and staff will continue to work on this report and the report will reflect several recommended changes based on the board, staff, and community input. Dr. Dawkins explained that he has directed staff to (1) move the Blanchard-Donnie Bickham school consolidation to Phase III, (2) to move 81st Street ECE-Mooretown consolidation to Phase III, and (3) to off-line Hosston Alternative School to Phase I and these students will be reassigned as staff examines the alternative programs in the parish in Phase I. He said at the board's request, he explained that the items strictly associated with Vision 2020 are included in the recommendations, and the items associated with next year's budget will be discussed during the budget remarks. He added that he, along with staff, has been intimately involved in all aspects of this proposal and Vision 2020 is rooted in the academic and fiscal strengthening of the school district; and contrary to what others may think, this plan and its impact on the upcoming budget, as well as the Vision 2020 plan, is inescapable and inseparable. He announced that the impending fiscal crisis of the state and the district are real and must be dealt with, and he shared with the board and audience some of the realities surrounding districts are having to address. Dr. Dawkins also stated that the plans to upgrade, close, reconfigure, or shift boundaries of all or part of the district has been the district's reality for the past 10 years. He said the current plan represents the feedback from many persons, citizens and students. Ample time for input has been provided over the past years, and those whose concerns are being expressed at the end of the process appear to want nothing to happen to address the real issues that the Caddo School District faces. Dr. Dawkins explained there are numerous ways to achieve the established objectives and over the past, options have been considered, i.e. close schools, propose different configurations, maintain all the schools while continuing to address the academic challenges and going broke at the same time. He assured the board and the community that we will still be right where we are today having similar conversations, because no one wants to see any school close; and we can leave all the schools where they are, but we will still need to address the budget issues. He added if Vision 2020 had never happened or been proposed, and we did not have the expense of the schools under the MOUs, then the discussion would still need to be held in order to address the budget issues. Dr. Dawkins explained that if we do what some suggest and do away with the Vision 2020 process, it would require an immediate reduction of 400 plus staff members to meet the budget deficit. He said the academic improvement will always begin and end with classroom teachers and building leaders. The building leaders and teachers are the essential elements of the district's academic improvements in the district and the attempt to avoid lay offs is a major driver in utilizing consolidations and off lining underutilized buildings as a method of addressing the budget issue. Finally, Dr. Dawkins reported that he and staff have been in touch with Dr. Amy Westbrook of the Recovery School District, Superintendent for Northern Louisiana; Paul Vallas, State Superintendent for MOUs with AU schools, and we are compliant with the MOUs in this plan and a request has been submitted to be released from Bethune's MOU, as well as any other release that we may achieve. The worse case scenario appears to be if we keep the current MOUs in place, and we will continue to work with them in that regard.

Antionette Turner, chief academic officer, began the discussion by sharing with the board and audience information and perspective on the various grade configurations and grade spans. She stated that the system has 13 years with students in grades K through 12 and there are 2,300 indicators, GLE standards K-12 and ELA, Math, Science and Social Studies, as well as the number of days a student spends in school from Kindergarten through 12th Grade, and 70 represents the number of teachers a student might encounter between Kindergarten and the 12th grade. In reflecting on these numbers, Mrs. Turner assured the board and audience that staff understands the commitment, the work, and motion that go into putting a school configuration together and taking grade spans and changes into account as it relates to instructional programs. Mrs. Turner stated that Caddo has a number of K-8 configurations and there are also a number of these throughout the state of Louisiana, and they have been very successful in terms of performance. She stated that educational benefits of K-8 configurations include parents are involved in these settings longer, there are less behavior problems, there is better attendance and less dropouts, there is a sense of community and family, test scores of 5th and 8th graders outperform their counterparts, etc. Mrs. Turner shared that it is known that students make more academic gains in K-8 settings and the 8th grade achievement was significantly higher than in a 5-8 configuration and the 6-8 configuration. She said other districts are embracing this configuration and the number of K-8 configurations is increasing in districts across the nation. Benefits of K-12 campuses include 6th and 7th graders in Louisiana performed higher academically than 6th and 7th graders in a middle school or junior high setting. She said there are fewer transitions which means less stress for the students, resulting in fewer dropouts and an increase in the graduation rate. Mrs. Turner also explained that students in 6-12 configurations performed as well or better than those in a 9-12 setting, and K-12 students have also scored higher in other measures, i.e. attendance, lower suspensions, lower expulsions, and a lower drop out rate in a K-12 setting. Relative to 6-12 configurations, Mrs. Turner explained that it makes for easier transition, it helps students to build long-term relationships, it gives continuity to curriculum, and it keeps children on the right path and guides them to graduation, based on the kind of programming in those settings.

Mrs. Turner also reinforced the planning involved in implementing the 6-12 configurations, i.e. science and mathematics, and that students who take advanced courses in these areas will have an advantage for entering into career and technical courses as well as individualized graduation plans and beyond. She added that it is known that students who do not take advantage of these courses put themselves at a disadvantage in terms of their prerequisites, i.e. foreign language, advanced placements, etc. Mrs. Turner shared that staff believes the 6-12 configuration at the five high schools will stabilize the learning environment, it will provide additional time for intervention and academic support at every level, it will reduce the number of transfers between schools, and improve the neighborhood enrollment by offering a more comprehensive instructional program, as well as additional staff and resources.

Roy Murry, director of security, shared with the board the preparations for the 6-12 configurations in these schools. He reported that he has met with capital projects and needed wiring is already in place at four of the five schools, and work will begin immediately on wiring in the fifth school. With the many concerns expressed about bullying, etc. if the sixth through eighth graders are placed at the high school, Mr. Murry stated that the majority of the students come to school everyday and do exactly what they are supposed to do. He also stated that there was a recent story in the media about the administrator at one of these schools regarding how much safer the school is since this administrator has been at that school. Mr. Murry added that this is what he hopes everyone will understand and that is the first line of security is the teachers, principals, administrators that work on these campuses doing what they are suppose to do. He explained that in these configurations there will be separate drop off and pick up places, middle schools will have a 6th grade academy that will keep the 6th graders together, and the 7th and 8th graders will be in a separate location. The high school students will be placed on separate floors and wings in different parts of the building. Starting and ending times, breakfast and lunch times, and also transportation will be different, in addition to a different bell schedule, so when middle school students are changing classes, the high school students will be in class. Mr. Murry shared there are two things you do to keep schools safe – control access to the campus and supervise students. He said to help schools do this, staff will put an IP based camera system on all these campuses and site surveys have begun. These schools will also have their campus assessments conducted first in conjunction with implementing the REMS Grant. He also said that access will be controlled by installing card activated magnetic locking systems and cards will be used in conjunction with the student identification card and staff can designate on these

cards what students can open what doors. Mr. Murry announced that all these things will be in place before the next school year begins. Bus transportation issues have been discussed with the transportation department to work out separate starting and ending times.

Steve White began the discussion on facilities by sharing with the board and audience Phases I, II and III of the proposed plan. He reported that one of the main things will be to maximize facility utilization and reduce excess capacity; and recommendations for accomplishing this include combining a portion of the student population at Forest Hill, Summer Grove and Southern Hills to create a preK-8 campus at Ridgewood; off lining Newton Smith and combining it with Green Oaks to create a 6-12 campus at Green Oaks; off lining J.S. Clark for one year and combining it Booker T. Washington to create a 6-12 campus; off lining Bethune, with students from the northern portion of Bethune and M.J. Moore attending a 6-12 configuration at Fair Park and the students from the southern portion of Bethune and M.J. Moore attending a 6-12 configuration at Woodlawn; and off lining Hillsdale to combine with a preK-12 configuration, a single campus concept at Huntington and Turner, with 6-12 grades at Huntington and the preK-5 at Turner. Mr. White explained that additional recommendations include off lining Hosston Alternative School with the possibility of combining with North Caddo (exact location unknown at this time) for a projected total savings in Phase I of approximately \$5.1 million which is a recurring savings each year and a one-time expense of approximately \$625,000 to make the modifications. He added that also in Phase I staff would look at the liquidation of vacant schools, abandoned sites and vacant properties, and capital project funds will be used to promote health and safety issues throughout the district, insuring that energy efficiencies are paramount through all district facilities. QZAB funds are recommended to use for upgrading data systems, security systems, and facilities. Attendance zones would need to be analyzed for efficient alignment over the course of the Vision 2020 Plan through the entire district. He also explained that originally included in Phase I was off lining Blanchard and making Donnie Bickham a K-8 facility, and this recommendation has been moved to Phase III and staff will continue to look at and monitor the population growth and trends in that area. The combining of 81st Street and Mooretown to create an ECE facility has also been delayed to Phase III to allow time to assess both programs for growth and viability in the future.

Mr. White reported that Phase II will include maximizing facility usage and reduce excess capacity by off lining West Shreveport, Central and reopen J.S. Clark as a preK-5 facility and redistribute the staff at Building 6 throughout the schools in the district and bringing Building 6 off line for immediate sale, and continuing to liquidate vacant schools, abandoned sites and unused property, anything not turned in Phase I. He stated that the use of capital project funds will continue to be used to promote health and safety issues in the district and ensure that all facilities are energy efficient. QZAB funds will also be used in Phase II for data security and facility improvements and continue to update attendance zones as changes are made throughout the district. Mr. White reported that the recommended changes in Phase II will reflect a total savings of \$1,720,000 annually, and a one-time cost of approximately \$700,000 to make these changes possible.

In Phase III, Mr. White explained that these recommendations are dependent upon approval of a bond issue for renovating all remaining campuses in Caddo Parish. Staff will also revisit off lining Blanchard Elementary and combining it with Donnie Bickham dependent on growth and viability in the northern part of the parish, as well as off lining 81st Street and combining it with Mooretown to create a preK-Kindergarten campus. He said Phase III would also include the possibility of off lining Vivian, North Caddo and Oil City to construct a new K-12 campus on the existing Herndon campus; constructing a new preK-8 configuration in southeast Shreveport to address overcrowding issues; off lining Mooringsport and Timmons and constructing a new preK-8 in west Shreveport; and off lining Creswell and creating a new preK-5 configuration on the existing Barret Elementary campus. If all these recommendations are addressed in Phase III, the potential savings could be \$7 million, which is recurring, and a one-time expenditure of \$575,000. Mr. White reiterated that all the costs in Phases I and II would be funded through the use of capital projects funds with no affect on the General Fund budget; and items in Phase III would be funded by a bond issue or other sources.

Mr. Burton asked staff about the 6-12 configuration at Booker T. Washington. Mr. White explained that staff has looked at a component to officially utilize the BTW structure and because the attendance zone for J. S. Clark does not exactly match the attendance zone for BTW and it is felt that it is best for the children to have continuity so a modification of the attendance

zone would be necessary. He also explained that to do this, staff looked at lowering the attendance zone for BTW which will encroach upon the northern boundary of Fair Park's attendance zone, picking up approximately 46 Fair Park students to attend BTW. He said he believes there are approximately 476 students matching the J.S. Clark attendance zone with the BTW attendance zone, so when these students arrive at BTW they will remain for the full seven years and provide continuity. Mr. Burton asked if there is enough space? Mr. White said staff has looked at the numbers, and based on 25 students per classroom, 40 classrooms are needed in addition to the labs, band rooms, and there are currently 57 classrooms at BTW. Mr. White also reported that these numbers will also bring the total enrollment at BTW to 946 and there is a capacity of 1,073 students, which will put BTW at an 88-89% utilization.

Mr. Hooks stated that he is confused because there were questions from the meeting last Thursday and he has not heard answers to those questions. He asked Mr. White what the cost will be to combine all these schools? Mr. White again explained that the estimated cost is \$675,000 for Phase I. Mr. Hooks said he wants an itemized statement of the expenditures to implement these changes. Mr. White explained that at this time absolute numbers are not known, since these projects have not been bid; however, staff believes the expenditure amounts presented are good ballpark amounts. Mr. Hooks said we are dealing with taxpayers' money and if we are in the red \$20 million, he believes we need to know where the money is going. Dr. Dawkins responded that the information provided is generally what is presented, but staff will get the requested information. Mr. Hooks asked when will he receive it and the superintendent said he will get it tomorrow. Mr. Hooks asked staff why was A.C. Steere and Arthur Circle not bothered? Ms. Priest reminded everyone that the discussion is strictly about Vision 2020, and Mr. Hooks said he is talking about the facilities. Mr. Hooks stated enrollment numbers for A. C. Steere and Arthur Circle and asked why is staff recommending tearing up Central and West Shreveport? He stated that he invested 46 years in the Caddo system and is a product of the Caddo School System, and his point is when talking about numbers, why are these other schools not being touched? Mr. Hooks said we can't blame anything on Dr. Dawkins, because the voters voted the board members in to make sure their money is taken care of; and he wants to know how he can justify a \$20 million deficit and a \$65 million spin off, because he has been asked this question and he was unable to answer it. He said if we destroy these schools, we will destroy these communities; because in the South, the two things that make a community are the church and the school. Dr. Dawkins explained that staff has been working on this for a couple of years and the schools being taken off line are underutilized schools. Mr. Hooks said he has gone to these schools and they are utilized. Dr. Dawkins explained he has also been to these schools.

President Priest called for a recess at approximately 4:58 p.m. and the board reconvened the work session at approximately 5:22 p.m.

Mr. Hooks said he has a charge to keep and this is about business and is why he is on the board. He said he is concerned about the safety of students when mixing 6th graders with 12th graders, and asked the superintendent to consider not putting the 6th graders on the high school campus. He said bullying is real even though some principals don't want to admit it; and in doing his job as a board member, he asked that we think about the safety of these 6th grade students. Mr. Hooks also asked about the names of the facilities being moved into another facility? At this point, Dr. Dawkins stated that the names will remain the same, because staff has been focused on the logistics of the move. Mr. Hooks stated that is a big issue, and Dr. Dawkins stated that there are no plans to change the names of Fair Park or Booker T. Washington.

Mrs. Crawley referenced Dr. Dawkins' comments and that in the first Vision 2020 plan options were presented for balancing the budget; and asked if the board votes on Thursday for Phases I, II and III, is that not part of Vision 2020? Dr. Dawkins said that is correct, but only the bullet items presented. Mrs. Crawley asked about the recommendations of reducing Central Office, forgoing salary step increases, and the superintendent explained that these will be in the 2011-12 budget for consideration. Mrs. Crawley asked if she understands correct that the items Mr. White explained have a cost attached to it will be included? Dr. Dawkins responded that is correct, and only those things associated with the moves and renovations will be on the table Thursday. Mrs. Crawley thanked staff for the information on Phase I she requested; and while she understands the spirit of compromise and moving Blanchard and 81st Street to Phase III, she still cannot vote for these in Phase III. Mrs. Crawley asked about the 6-12 configurations and how many principals will they have? Dr. Dawkins said the configuration is not finalized; however, staff will have the necessary amount of administrators to handle the schools, with most

of them being a school within a school so the leaders will be the same. He said this is also an opportunity to reassign staff to other areas of the organization to give extra support. Mrs. Crawley also asked about taking Hosston Alternative off line; and while she understands we don't want to tell students they are bad, but there are some people who choose not to stay in regular bounds and she wants to know what we will do with these children? Dr. Dawkins responded that another place will be created for these students. He said we will use this time to look at restructure what is being done in our alternative schools; and even though it will be an alternative setting, it may look different than what we are presently doing. Mrs. Crawley asked that they not be placed in the regular classroom, and the superintendent said that is correct.

Miss Green asked about the total savings with the combining of the schools. Mr. White responded that the savings is reduced in Phase I since Blanchard has been moved to Phase III, as well as 81st Street, increasing the savings in Phase III. Miss Green asked why did Blanchard and 81st Street move to Phase III? Mr. White explained that because it has been stressed that growth in the northern part of the parish as a result of I-49 North may increase drastically, and staff wants to make sure that off lining schools, that overcrowding or overutilization situations are created and take time to look at the housing of students. He also said staff wants the opportunity to revisit 81st Street and Mooretown and determine if both of these are viable solutions or is consolidation the answer. Miss Green asked if there will be any additional changes between today and Thursday? Dr. Dawkins explained that staff continues to receive feedback, and staff will be meeting with board members for any final revisions.

Mrs. Bell asked about the 7th grade and what will it take to keep the 6th graders in the K-5 configuration? She asked that staff look at keeping the 6th graders in the elementary school and make 7-12 configurations. Dr. Dawkins said staff has looked at all these configurations and one of the issues is the capacity at the sending schools, i.e. Northside and Pine Grove. Mrs. Bell reminded everyone that Pine Grove and Northside students are being combined. Dr. Dawkins stated that at this time the K-5 is 107% utilized and there are 4 buildings there as well. Also, in asking that the 6th graders remain at the elementary buildings, Dr. Dawkins said there is a cost of doing this as well. Mrs. Bell asked if it is possible that 6th graders could wear a different color uniform if implementing 6-12 configurations. She added that she likes the plan, but if possible she would like to see the 6th graders staying at the elementary level rather than going to the high schools. Mrs. Bell also asked about the enrollment at Hosston. Dr. Dawkins said 59 students.

Mr. Riall asked about the proposed new campus on the Herndon campus and what will happen to the Herndon Magnet program, which is the only magnet program in northern Caddo? Dr. Dawkins explained that staff has it figured in the complex. Mr. White said staff has figured that the Herndon campus will stay in the overall capacity of the school which is proposed to be a K-12 campus. Mr. Riall asked if, in building a new campus, the recommendation is to totally tear down the structures and build everything new? Dr. Dawkins said there are 80 acres where Herndon sits, and decisions will be made as to the best use of the land. Mr. Riall asked what will determine the building sequence of the proposed new facilities in Phase III? Dr. Dawkins stated that we will have to prioritize what is most important since you can't do them all at one time. Mr. White said consideration would be given to what the board believes to be most appropriate, with his concern being not to overload the construction market. He said as experienced in the past when bidding 16-18 air conditioning projects at a time, there may be 12-14 bidders on them, and in the end of the process there may only be 1-2 bidders, which limits the district from getting the most bang for the buck. He stated that having the latitude to look at this and the market as well as the massive renovations that would be taking place also. He also explained that any prioritization would have to come back to the board. Mr. Riall stated that the original Vision 2020 plan reflected a total cost of approximately \$700 million; however, it looks like the total now is in the ballpark of approximately \$600 million. Mr. White responded that it is in the \$600 million ballpark; however, staff is trying to address some things with other funds, i.e. capital projects funds, QSCB funds, etc. and hopefully it will be significantly less than what was originally brought to the board. Mr. Riall asked if the schools slated for closure in Phase III will be prohibited from any needed improvements? Dr. Dawkins said that is not correct and reminded the board about a recent board decision to put an elevator in a school, because as long as students are in a school, they will receive full services, full support from all the necessary resources. Mr. Riall asked if, when we begin to seek approval of a bond issue, it will be done in increments, i.e. \$200 million at a time, and prioritize what that amount will be used for, and will that bond be paid off before another one is done? Dr. Dawkins said it is likely that is the way it

will happen, and it will determine how the bond proposal is structured depending on interest rates, etc.

Mr. Ramsey asked the superintendent to elaborate on what the district must do to get BESE to change these schools under MOUs? Dr. Dawkins said he has been in contact with the Recovery School District, Dr. Westbrook, and she has shared it with the State Superintendent and the Superintendent of the RSD. She understands the plan and a summary of the plan has been sent to Baton Rouge. At this time, the only issue is moving programs and we hope because we are closing Bethune, we can get out of this MOU since the school no longer exists. Relative to the others, it is hoped the district receives some relief since we are reconfiguring. However, if we do not, Dr. Dawkins said we will still have what we currently have and there will not be any additional ones passed on to the district. Also, at this point, we are not certain if it must go to BESE and are waiting to hear back from the state department.

Mr. Ramsey asked if reality is that we have to approve a plan before we can send it to them to get approval? Dr. Dawkins said that is correct, and reality is they could come in and take several schools as well. Mr. Ramsey stated he believes all the board members are concerned about safety issues for the 6-12 configuration. While he appreciates the work staff has done on this item, he asked if staff could address these concerns? At this time, Mr. Ramsey said he is having trouble getting his arms around the 6-12 configuration, and he asked why do we not have a plan in place to close some high schools and set this aside? Dr. Dawkins responded that the original plan had a recommendation to close a high school and staff has looked at many other options and could bring to the board from the archives the closing of several high schools as well as other schools. He said in receiving the input, he said it is believed that the proposed plan will address the needs short and long-term and also provide a foundation from which to build on in the future. He said staff is ready to do what needs to be done; and if we move forward, and conditions continue to go the way they are currently going, a decision will have to be made relative to what to do with 11 high schools. He said what is presented is a start of long-range planning that has not been seen here and there will be a need to revisit this annually and make needed changes. Mr. Ramsey asked the superintendent to elaborate more on the "school within a school" concept. Dr. Dawkins shared with the board that Caddo has a New Technology high school at Booker T. Washington with 300 plus students and a Microsociety Program at J. S. Clark with 400 plus students. He said these programs are unique and distinct, both showing academic gains, and we hope we will now see the type gains the programs are designed for. He said both programs will remain intact and the leadership will be organized to ensure that they retain their integrity and we implement with the fidelity it takes to get the results needed. Explaining that there are many high school models around the country, and there are four or five distinctive and separate type schools. Mr. Ramsey asked the superintendent to look at addressing alternative schools sooner rather than later. Dr. Dawkins noted some of the changes made last year that resulted in some good tracking in the areas needing addressed; and he reminded the board that alternative schools should not be a growth area, but we must determine how to address their issues where they are. He said the models that we have need to be further enhanced by adding programs that have shown results in other places. Mr. Ramsey said he doesn't necessarily expect to form a school to get them out of the regular school setting, but to add some academics, skill training, etc. that will help them be successful. Dr. Dawkins explained that part of the program would be to give these students more job-embedded skills, linking them with businesses that will give them that training. The superintendent added that we have to address all these issues in the schools because we are now being challenged by Virtual Schools that have the ability to enroll students who do not have to attend our schools; and unless we are committed to making all Caddo schools excellent schools, we have the challenges of those we are competing with. Mr. Ramsey asked about Phase III and the line item addressing Oak Park being converted to a K-8, and can a grade be added next year to give them an opportunity to begin making this transition. The superintendent explained that he has met with the principal and discussed if it is possible for this to happen earlier, because there are space issues at this site. He said if it can happen next year, steps will be provided to make it happen, because he has seen some successful K-8 Microsociety schools. Mr. Ramsey indicated he believes this is an opportunity to keep 6th graders out of high school. Mr. Ramsey also asked about the proposal for 81st Street and if the program on the table actually expanded this program and if sending the program to Mooretown adds another grade to it? Dr. Dawkins responded that it did not, but it kept the program

Mrs. Armstrong asked about the MOUs and will a base line be established if a new configuration is formed; and if so, will they have three years for new base lines? She stated her excitement

about the proposed mergers and asked about J. S. Clark 6th graders being included? She said she would like to retrofit J. S. Clark to accommodate Kindergarten through 6th grade, because the upcoming 7th graders would go into the BTW system.

Mrs. Armstrong also expressed her concern that the attendance boundaries for a proposed K-8 at Ridgewood Middle School be nailed down as soon as possible. Mr. White shared that it is his understanding that the boundaries will have to be brought to the board for consideration. Dr. Dawkins said staff wants to make sure the board is clear in understanding where this fits in and the staff, by board policy, must bring it back to the board for consideration.

Ms. Trammel stated that she visited the possibility of placing the 6th graders at Woodlawn, as well as the population at the Caddo Middle Career and Technology Center. She said there are currently 428 students at the CMCT and at current the capacity is 759 and the enrollment goal is 85% or 645 students. Ms. Trammel asked where will staff draw the students. Steve White said this has not been considered at this time. Ms. Trammel asked if we could consider the 6th grade students to go to the CMCTC. Dr. Dawkins responded that staff will look at this possibility. Ms. Trammel asked about discussion on the over age students being in the elementary and middle school and with the younger students being in the high schools, they will be mixed with all age students. She said she doesn't understand how staff will be able to totally segregate the students. Dr. Dawkins said staff will be arranging some time for board members to visit some of the configured schools throughout the state.

Mr. Rachal asked for clarification that implementation would reflect an annual savings of approximately \$13.82 million. Mr. White confirmed that is correct. Mr. Rachal also asked if he understands correctly that the plan we use must go to the state for their blessing? He also asked if in the event the district approves and the state does not, is there be a backup in place? Dr. Dawkins stated that he anticipates the state providing some direction on their requirements; and if it does not meet their plan, the district will have something. Mr. Rachal stated that if the board is unable to implement the changes that have a direct impact on the children, he wants everyone to understand that it is the state holding the district hostage again, and he hopes this does not happen. He also stated that this should have happened six years ago when the district had the \$88 million bond. Dr. Dawkins explained for clarification that if the state requires the district to go back to square one and with the impending school year and the need to make decisions, he said it will be necessary to consider reduction in staff to meet some of these things rather quickly; however, staff will make certain that the state helps the district through this process. Mr. Rachal reiterated what the superintendent said in that if the board does not do something, it means possibly getting rid of staff. Mr. Rachal also stated he is glad to see the change for 81st Street delayed to Phase III. In Phase II it is being recommended to redistribute the Building 6 staff to schools to save \$120,000, and putting the building up for sale. Mr. Rachal asked why this can't be done in Phase I? Dr. Dawkins said that staff plans on beginning this process in Phase I, because there are a number of employees in that building. Mr. Rachal asked how many people work in Building 6? Dr. Dawkins responded there are approximately 300-400. Mr. Rachal said he would like to see this happen expeditiously. Mr. Rachal also stated that regarding Herndon Magnet School, he knows this school has served a great number of people; and he understands that without the bond issue this is almost mute, and Phase III will need to be totally renovated anyway. He also stated that his desire would be that the magnet program remain and he doesn't know how it fits into the overall plans. Dr. Dawkins said this school is strategically located and he concurs that it would make full service, comprehensive offerings for persons. He believes his is a discussion the board needs to have.

Mr. Rachal asked for clarification and that Phase III is contingent on the bulk of it being accomplished through bonds, which means that whatever is approved on Thursday in Phase III, the bulk of it will have to go back to the board to be voted on before the bonds can be presented to the public for approval. He also stated that in Phase III if we do not get the bond, will we still have discussions or will we be held to anything because of the Consent Decree? Mr. Abrams said there is not. Mr. Rachal also asked if what the board is being asked to vote on is just a plan or is it a vote to implement these items? He said in Phase I, he can see that this is meant to be immediate implementation? He also asked if staff is asking the board to vote on only what we are addressing in Phase II? Dr. Dawkins said that he will be crafting his recommendation to the board on Wednesday and assured the board that the recommendation will implement all three phases. Each are interdependent and he will make this recommendation to the board. He said this represents the district moving forward in some immediate and long-term planning. Dr.

Dawkins said he has not found this method since he has been in Caddo...Mr. Rachal also asked if the board will be voting on a plan that is somewhat a moving target, because in Phase II, it is recommended that J. S. Clark, West Shreveport and Central Elementary that in the 2013 school year the board may have to look at this again. Dr. Dawkins said the plan is a three-year strategic plan for three years and staff will meet with the board bi-annually to update the board on where the district is. He reminded the board that this becomes the district's most important work because there are staff rehired on a continual basis? For him, Dr. Dawkins said this is a three year package and many of the items will happen in year one, and also, it could be that some things come off the table in Phase II, but at least there is a structure to plan the work of the district for the future beyond one year. Mr. Rachal stated his agreement with long-range plans is that one year in planning will not be successful and it makes it easier to make decisions along the way. Mr. Rachal also stated that because the district has assets including (building facilities and land), and he knows that this will need to come back to the board for approval

Ms. Priest thanked Mr. Ramsey for bringing up Oak Park and he asked about the recommendation in Phase I to off line Hillsdale and move them to a single campus at Huntington She asked about the possibility of moving the Hillsdale students that reside on Monkhouse East and in the Pines Road area. She said she understands we are looking at Attendance Zones, i.e. in Phase I. She also asked if staff can look at the plan and if an earlier phase might be considered.

Regarding the attendance zones, and in talking about off-lining Hillsdale, has staff looked at the attendance zone for the Monkhouse East location, and possibly moving into the Turner complex, moving some of the elementary students to the Turner complex and some to the Midway complex because of proximity. Steve White stated that he has looked at this and currently Midway is 85% utilized and if we move a large component of the Hillsdale population, we could quickly over utilize mid way.

Ms. Priest asked if the board decides to go for a bond issue in 2013-14, and the bond issue passes, when is the projected time, based on construction experience, before some construction will be seen. Mr. White responded approximately one year, with approximately 6-8 months for design and major renovation projects, and beginning as soon as the students are out of school.

Mrs. Crawford asked for clarification on Mrs. Crawley's question when the board votes on Thursday, everything under operations in the first document received on the 17th, will not be voted on, and Dr. Dawkins responded that is correct. Mrs. Crawford asked the superintendent to clarify that the board will receive a clean copy of the recommendations on Wednesday for the board's consideration on Thursday? Dr. Dawkins said that is correct. Regarding the MOUs, Mrs. Crawford asked if the board decides to combine these proposed schools, will we then be under one MOU, or will we continue to be under separate MOUs? Dr. Dawkins responded that these question are ones that staff has asked the state department, and they understand that we are under some type MOU. Mrs. Crawford shared her agreement with how Mr. Murry explained the security would be handled at the 6-12 at BTW. She also referenced J. S. Clark's Microsociety Program and the great potential she saw in this program, and that is home-growing entrepreneurs for the small businessman, and she sees this happening at BTW. She also asked if the recommendation will be worded specifically so the public know that in a certain year we will be asking for approval of a bond issue? She stated she believes at this time, and because it is important that the public knows they can trust us again by showing the public in Phases I and II what can be done, and then it will change the perception and the outcome when we need to go to the voters for a bond issue. Mrs. Crawford asked the superintendent if it could be worded so that it doesn't reflect that the board will definitely be asking for a bond proposal in three years, because that is what the public is concerned about at this time.

Mr. Hooks asked the superintendent how we will save money by closing schools? Dr. Dawkins responded that we do have insurance on buildings, and the savings comes by removing duplicate services, utilities, etc., because when you consolidate buildings, you don't need the same number of people to do the same thing somewhere else. Many times these employees are handled through attrition, you don't have to pay for upkeep, etc. Mr. Hooks said he believes J. S. Clark has three floors and he is concerned about the younger ones going up and down the stairs. Dr. Dawkins stated that staff knows that the younger students must be on the ground floor because of the law. Mr. Hooks stated his understanding that children should be watched at all times, but it is always possible for one to slip away and get hurt. He is a child advocate and he believes he is

only watching out for their safety. Mr. Hooks asked if we move these children and the Vision 2020 passes, but the bond proposal fails, what will we do with these children? Dr. Dawkins said if we get to Phase III and if a bond issue does not pass, we will not have the ability to upgrade all the schools, but we will continue to provide a quality education to the students in Caddo. Mr. Hooks asked that staff also provide the cost of moving the Microsociety program and technology program to Booker T. Washington? Mr. White explained that the backbone infrastructure for the technology component exists at BTW, so every class is set up to house 35 computers, simply moving the components from J. S. Clark to BTW should be a perfect fit. Mr. Hooks said he does not want to waste the taxpayers' dollars. Dr. Dawkins reminded Mr. Hooks that in the wireless environment we can get away from some of the things that would have to be done in the past. Mr. Hooks referenced his tour of the program and he would hate to disband it. Dr. Dawkins said it will not happen. Mr. Hooks said he believes there is a need for a building for the Attendance Department because of the number of people this department serves.

Mr. Ramsey asked the superintendent about the information on Ridgewood and that this year Ridgewood began the year with 60 more 6th graders than previous years. He reported that this year Ridgewood will be sending out 300 invitations. He reminded the superintendent that Southern Hills is not losing population, so he would like the superintendent to look at projected enrollment numbers before beginning to build restrooms for K-2. Mr. Ramsey stated that he would like to also see if we can hold on to the high school population, it will be just as easy to transition the 6th or 7th grade back to the k-8 configuration. Mr. Ramsey said he hopes when we do get the district boundaries straightened out, there will be an opportunity to build pride back into the neighborhoods. He stated his appreciation for the information provided.

Mrs. Crawley apologized for showing the old Vision 2020 plan and asked about page 2 of the Vision 2020 plan and what part will not appear for the meeting on Thursday? Dr. Dawkins responded that all of the ones listed below are not included in the Vision 2020 plan, but will be a part of the budget discussions. Mrs. Crawley also asked about page 7 and that she would like the superintendent to leave this page out for the board's consideration of recommendations on Thursday. Dr. Dawkins explained that even if the board decides not to do this plan, it will be important to begin reviewing policies on Thursday as well. Mrs. Crawley reminded the board members that it is the board's responsibility to set policies, and where there are conflicts, she encouraged the superintendent to bring those proposed changes to her. Regarding the Worley Observatory, it is being recommended to lease, sale or rent and what does this mean? Dr. Dawkins explained that a vote in favor would be to give the Superintendent authority to lease the building. Mr. Riall stated that the board's attorney reminded him that this item is not under operations. Mrs. Crawley also addressed moving Blanchard and 81st Street in Phase III, and she stated she is not in favor of moving them to Phase III, because of morale and revisit next year.

Mrs. Bell stated the capacity of Turner is 1,149 students with a break out as of February 1st of 6th graders – 177; 7th graders – 163; 8th graders – 164. Regarding Huntington High School, Mr. White reported that Huntington had 923 students. Mrs. Bell asked the superintendent to look at Huntington's autistic classes and Mr. White reported that they had met with the principal at Huntington about keeping the autistic rooms close to their grade area. Mrs. Bell asked about Phase III and the possibility of taking Timmons off line, and in looking at Walnut Hill, Walnut Hill has many upgrades they need because they begin eating lunch at 10:00 a.m. She asked the superintendent and staff to continue to monitor the growth west and north of town. Mrs. Bell asked the superintendent to further explain the single campus of K-5 and the 6-12 proposal at Huntington. Dr. Dawkins explained that DeSoto Parish currently has a single campus, and the superintendent encouraged board members to visit this single campus to see how it is working by providing continuity for the students. Mr. Bell also stated that she wants her community to come back and she wants them to be offered everything they are currently not being offered, and she wants the parents to know everything that will be available for their children.

Mr. Riall asked about Phase III and the six construction projects, and asked staff to explain if renovations will be prioritized before new construction. Mr. White explained that some of the new construction can eliminate pressure in some of the schools by opening up sites to move students from overcrowded situation into, because at the present time there are overcrowded facilities and no place to move those students while the renovation is being done. Mr. Riall also inquired about the wording in Phase III and will the board have to again vote on to call a bond issue, and the superintendent responded that is correct. Mr. Riall asked what will happen if it is not approved? Dr. Dawkins explained that after Phase II, it will mean that we will not have the

opportunity to renovate all of Caddo schools and build the new facilities to ease the pressure of over utilization. Mr. Riall asked if this means we will have to go back to the drawing board? The superintendent responded that it means they will stay exactly as they are.

Mr. Hooks asked the superintendent if he would consider to pull Blanchard and 81st Street completely out of the plan instead of moving them to Phase III? Dr. Dawkins responded that they are in Phase III, and staff will bring an annual assessment to the board and if the population is growing, there could be a different issue to address, and he believes it is important to keep them in.

Mrs. Armstrong asked if we are looking to Phase III in the renovations to include multi-purpose units for those schools that do not have them? Mr. White responded that at this time, the capital projects plan is brought to the board each year; and at this time, staff is addressing the health and safety issues until we know which direction the plan may go. He said there are numerous schools that need a multi-purpose facility, and staff had not only looked at this, but to also at doing away with the cafeteriums and provide strictly cafeterias at those schools, along with full auditoriums and full gymnasiums. Mrs. Armstrong also asked about Walnut Hill and because of the overcrowded situations for any event involving parents and grandparents, is this being considered as well in Phase III? Dr. Dawkins explained that it is necessary to prioritize the health and safety issues, but major renovations are in Phase III, and Walnut Hill would be included in that Phase also.

Miss Green asked if it is too late to move another facility in Phase III? Dr. Dawkins said it is getting late; however, he encouraged Miss Green to get with him about any suggestions she may have.

Mrs. Crawley asked the superintendent if just because something is not listed in the plan, i.e. year round schools, does it mean it will not be brought to the board over the next three years? The superintendent said that is correct. Mrs. Crawley stated there is not much going on in District 4 with this plan, so she doesn't want the schools in District 4 to be forgotten. She also asked that staff eliminate the phrase "off line" from Phase III, because she believes if it is needed in three years, then a decision can be made to close the school(s).

POLICIES

Dr. Mary Nash-Robinson shared with the board that it has become obvious based on the conversations relative to the Vision 2020 plan that it is necessary to change the way we operate in facets and explained the following areas for consideration.

Under Phase I it will be recommended to change policies that are directly impacting the charge to improve our effectiveness and shared examples such as the need to look very soon at the movement of students and whether or not we want to continue curriculum transfers, student teacher ratios, teacher transfer issues, student and staff attendance issues, sick leave policies, entry requirements for some of Caddo's programs, i.e. educational and technical. She said staff will also look to secure an in state professional service for policy revisions and maintenance. She explained that ForeSight Consultants was at the last Louisiana School Boards Association annual conference and that 61 districts currently use the services of this company. Dr. Robinson further explained that we will secure the agency for a cost of \$20,000-\$21,000 and maintenance fee of \$4,500. She explained that an immediate review of the policy manual will take place and at this time, nine subcommittees are meeting and separating the procedural from the actual policy. In Phase II, she explained that the subcommittees will establish the procedures since we do not get rid of them, but they will streamline the components in this area and implement an assessment to track what is being done. Dr. Robinson said the agency has explained that this effort will take approximately 10 years. She also said that a lot of discussion has been held on how the district can revitalize and rebuild the trust between us and the public. The committee knows two things we can do are make sure we are in compliance with Caddo's policies, and assure that the policies streamline all the operations and make the most efficient use of our time, resources and the energies of our people. Mrs. Crawley stated that she is not in favor of any consultants, because it is the board's job to hire a superintendent and make policy. She said the district does have a large policy manual as a result of being so sophisticated. Mrs. Crawley stated that she doesn't believe a consultant is needed and staff can give to Dr. Dawkins what policies are giving them heartburn and they can be brought to the board.

Mrs. Bell asked if Mrs. Crawley means the board will actually be the one going through the policies? Dr. Robinson explained that there are nine subcommittees in place and they have begun this process to identify those policies that are obsolete, and staff will bring recommendations to delete or change this policy. These proposed changes will be brought to the board during work sessions for discussion.

Mr. Riall asked if the labeling of the policies (letters) is a standardized format? Mr. Abrams explained that it was a policy service initially used and the policy manual reflects policies Caddo has by listing them in bold print. Mr. Riall noted that it is impossible to find policies, and referenced how their catalogs are broken down and could something similar be done for Caddo's policies. Dr. Dawkins said he has complained about Caddo's policy manual since arriving in Caddo and this is something that will be addressed through this process.

Mr. Hooks asked for an explanation on why we need to hire a consultant? He said we have a professional staff and an attorney. Dr. Dawkins responded that this is brought from the result of a board member request. Mr. Hooks said he believes the line on spending needs to be drawn somewhere.

Mr. Ramsey asked about the subcommittees looking at the policies? Dr. Robinson responded that each of the nine subcommittees is comprised of staff appointments and she highlighted which staff members, principals, etc. are assigned to the look at the policies. Mr. Ramsey asked Dr. Robinson how many hours are they committed to this project and how much does it cost the district for the highly professional staff go through a Policy Manual to consolidate these type issues. Mr. Ramsey asked Mr. Abrams for his opinion and how much it will cost. Mr. Abrams stated that he visited with a company (Forethought) at the Louisiana School Boards Association. This company provides a service, which the board would have to accept, and they would go through the entire manual and would also monitor new legislation enacted that may affect Caddo policies. He further stated they also provide an administrative policy manual so whenever new superintendents come to the district, there are administrative procedures in place on how things are to be done. This administrative manual can also be revised by the superintendent and includes references i.e. reference to the law, reference to the policy, and minutes where it was passed. Mr. Abrams said he believes this will be a great service for the district to take advantage of. Mr. Ramsey said he believes the staff's resources would be better if applied toward academics than toward doing this type project. Mr. Ramsey also expressed concerns about the facilities in Phase III, and asked if a comment can be added that the superintendent will bring recommendations to the board and list them.

Ms. Priest asked Dr. Robinson about the bullet to recommend changes in policies that directly impact districts charged to improve effectiveness and efficiencies in academics and operations, as well as policies relating to transfers, magnet programs and allowing students to transfer from their neighborhood program to another school that has a magnet component. Dr. Robinson stated that staff is very much aware of the issue, and Elnora Salone from the Attendance Department is responsible for reviewing these policies to submit proposals addressing this to the board.

Mrs. Armstrong asked Mr. Abrams if he got a cost on engaging a company and how we would pay them for a review over a three-year period or once they complete the work? Mr. Abrams responded that he did not have this discussion with them, but they would have to submit a proposal for the board's consideration, and he assumes staff will be required to work with them to put this together; but he believes the maintenance for the proposal submitted would be in the neighborhood of \$3,500-\$4,000 a year to update, and approximately \$21,000 fee for reviewing and getting the policies updated over a three-year period. He said they will send us a copy of the approved manual and the staff will work with them to have a single repository for the policies, laws, procedures, etc., providing needed continuity for years to come.

Mrs. Bell asked if transfers for students from Huntington to Byrd, as an example, are only for academic reasons and not athletic reasons? Dr. Robinson explained that in this particular example there is a reference to three different entities, Louisiana High School Athletic Association (LHSAA) requirements, M to M transfer and curriculum transfers, all of which have stipulations.

LEGAL

Mr. Abrams shared that he has previously provided a history of the Consent Decree and in 2005, it was made clear to the Caddo Parish School Board that some of the things the district was doing were thrown out and the district is basically only responsible for three sections – M to M transfers, enhancement of one-race schools, and administrative assignments. He explained that Caddo has clearly complied with the M to M transfers and we now only have to advertise that they are available. He also explained that an example of enhancements to one-race schools would be Booker T. Washington and the fact that it has received more enhancements than probably any other school and has clearly met the charge here. The administrative assignment portion is probably an area that is not even done anymore, because in the 60s there was a concern that schools were identified by the administration, i.e. minority school had a minority administration. Caddo did meet and comply with this 20 years ago and is now no longer being utilized as a test as to whether or not a district has met the standards for unitary status. Mr. Abrams stated that in answer to the question should the district pursue unitary status, we can ask the Justice Department to consent going with a joint order to the federal judge and ask to be declared unitary or file a motion on our own and ask to be declared unitary and if there is no opposition within 30 days, the judge will sign an order declaring the district unitary. He reported that contact has been made with the Justice Department and they have said they can work with Caddo Parish; therefore, he believes this indicates they would not be opposed to Caddo seeking unitary status. Mr. Abrams said they requested information concerning the assignments and this has been provided. He said based on the fact that the Justice Department has said they will provide a joint motion order with the Caddo Parish School Board to declare unitary status, he believes we should do that. The only area he believes there may be issues is M to M transfers and he noted that this will no longer be an issue. At this point, Mr. Abrams said there is no opposition from the Justice Department and they agree to join with the Caddo Parish School Board, then he believes the School Board should do that.

Mr. Hooks asked Mr. Abrams if the Justice Department suggested that we not seek unitary status? Mr. Abrams said no, the Justice Department has said they could work with Caddo Parish, meaning that they believe we have complied with the Consent Decree. Mr. Hooks asked how this would affect the magnet schools? Mr. Abrams explained that the magnet schools have already been released so if Caddo Parish decides to maintain magnet schools, it is because Caddo Parish wants to. If Caddo Parish decides to eliminate all the magnet schools, it can do so. Mr. Hooks asked the superintendent if the system is unitary? Dr. Dawkins said at this time the district is still under the Consent Decree, but this would be to seek unitary status. Mr. Hooks asked for clarification on what the board is being asked to vote? Dr. Dawkins responded that even though the recommendations have not been finalized, based on what Mr. Abrams has explained, we would recommend seeking unitary status. Mr. Hooks said he cannot agree with that. Mr. Abrams added that when seeking unitary status, it means that the board can operate the district as a board without worrying that anyone will tell you what to do. The board can be the governing body it is designed to be, and not have to get the judge to sign something or go to the Justice Department just to be able to conduct the business of the district. He explained that being declared unitary is not about the schools having racial components, or if it is majority White or Black, but it is about whether or not the district is being operated fairly in order to make sure that all children get an appropriate education based upon a board that can make that decision for all children in Caddo Parish. If declared unitary, you cannot use race as a component to decide how district lines are drawn.

Mr. Riall asked Mr. Abrams if declaring unitary status has any effect on the Choice Program? Mr. Abrams responded that it is Federal, but it is also Federal statute; and when your schools are declared AU, a district must offer students the option for their children to attend a school that is not in AU status.

Mrs. Crawley asked what type of funds will be involved in this process? Mr. Abrams responded that if it is a joint order, it can be done pretty inexpensively by filing a sheet of paper.

Mr. Lee shared with the board that the total savings for the three phases if the board supports this plan is \$31.8 million, which includes savings for consolidation of schools, taking schools off line, and the options to help with the \$20 million deficit. Without the budget, Mr. Lee reported that the Vision 2020 plan will save \$13.8 million. He explained that on Thursday, these are the figures the board will be looking at, and the savings that Mr. White presented will be savings to

the General Fund. Relative to the questions about the cost, Mr. Lee explained that these will not be paid out of the General Fund, but out of Capital Projects. Finally, with the suggestion to take Blanchard and 81st Street out of Phase III, if this happens, it will reduce the savings by approximately \$1.5 million a year.

Mrs. Crawley asked about the \$22 million budget and when did we receive the EduJobs money? Mr. Lee responded that staff put in a request for the EduFund monies and he has not seen it. Mrs. Crawley indicated that this amount is not reflected, and Mr. Lee reminded the board that for the Edujob monies Caddo received, the state reduced the MFP monies for that amount, so it was an offset of the reduction of MFP monies. Mrs. Crawley asked if the MFP amount was reduced? Mr. Lee said that is not reflected in these numbers, but when discussions are held on the budget, staff will explain the reduction in the MFP and how we accounted for the EduJobs monies. Mrs. Crawley asked for a summary of the grant for the EduJobs funds. Mr. Lee said there is a summary and it all went to salaries and benefits.

Mrs. Crawford reminded the board that when in Washington, D. C. the Federal Legislative Delegation was reminded about the EduJobs. She said they shared with them the belief that this is supplanting the MFP funds and asked Mrs. Landrieu. She encouraged any who wanted to be involved in this to notify the Governor, Paul Pastorek, etc. and encourage them to not pass this. Mrs. Crawford also reported that she has been asked to serve on the Louisiana School Boards Association and this is a topic that will be discussed.

Mrs. Bell asked Mr. Lee to explain the reduction in the MFP and the money we received from EduJobs and that this was not new money. Mr. Lee said that is correct, and it was done as an adjustment and if we were supposed to get \$200 million, the state adjusted it down to \$196 million.

Mr. Hooks stated that according to his contact, Kim LaMont, Office of Management and Finance, Louisiana Department of Education, Caddo requested the money on March 7, 2011 and that we should receive \$5 million and it is here. Mr. Lee stated that we did make the request and it was for \$4 million; and if it is here, he just has not seen it yet.

Ms. Priest thanked the staff for the work put into the presentation and in this process. She also asked board members who have additional questions to please get these to the superintendent.

VISITORS

Curtis Joseph spoke on behalf of 81st Street and expressed appreciation for moving consideration for change to 81st Street to Phase III. However, he said he would like to see 81st removed from the Vision 2020 plan all together. He shared his involvement in 81st Street and encouraged the board to reconsider slimming down versus shutting down.

John Oswalt stated that even though the merger of Donnie Bickham and Blanchard have been moved to Phase III, he wanted to encourage the board to consider removing changes to Donnie Bickham from the Vision 2020 Plan. He highlighted the opportunities offered students at Donnie Bickham and the outstanding leadership at Donnie Bickham. Mr. Oswalt explained that when built, Donnie Bickham was built to house 1,200 students; however, he explained how some of the classrooms are used for those students with exceptionalities and for computer labs, which he believes changes to these will be detrimental to the program at Donnie Bickham. He encouraged the board to not go forward with this merger now or in the future.

Shatorriyae Starks shared with the board that she has a daughter in kindergarten and a son in 5th grade and that she doesn't understand her children being merged in facilities with students three times their size. She asked that in looking at the needed changes that the board consider keeping the students with their equals and not placing the 6th graders with 12th graders. She also said that bullying is real in the schools; her child experienced this and the principal is addressing it.

Brian Odell addressed the comment at a recent school board meeting that they cannot foresee all negative impacts, but he has three children and the fact that they will be sharing facilities with teenagers is not acceptable. Mr. Odell said while you may not be able to predict all the outcomes in these schools, he believes the negative impacts will far outweigh the positive. He said he doesn't understand how it will help by placing these younger students with teenagers, because he

believes it will lead to bullying; he doesn't understand how it is helping students by increasing classroom sizes; and he believes in the next couple of years this will create a chaotic, non-learning situation. He shared his love for the Blanchard community and Blanchard Elementary and he is concerned about the recommended changes. He encouraged the board to look at the busing issues and expenditures because busing is a perk and is a perk that maybe should be eliminated in order to save money. Mr. Odell also shared that he does not agree with moving Blanchard to Phase III, but asked that consideration be given to removing it from the plan.

Labo Desalu shared with the board her concerns as a mother and physician relative to keeping 81st Street open. She said this school contains both early childhood and special education; and even though it may appear to be under utilized, she knows from experience that this school is important for those students with special needs. Ms. Desalu said she believes this would be a great mistake and would destroy this community. She said it is a model program for early childhood and special education, and moving it will affect the children tremendously.

Aaron Dobyne addressed the board on the proposed changes for J. S. Clark School and commended the board and staff for the task before them. He encouraged the board to reconsider not closing J. S. Clark because they have moved 11 points in the last year in its scores, it has several community partnerships that focus on mentoring, it has a Microsociety Program in place. Knowing that the issues of bullying, teenage pregnancy would be real issues in moving these students with the high school students, he encouraged the board to reconsider and leave J. S. Clark as it is.

Alfred Cole address the board on the proposed closing of several Caddo schools. He referenced the comments made that they are being closed because they are not being utilized, and he believes the schools are being used by teachers and students. He said if a school is not being utilized, it is not functioning, and if it is not functioning, the school would be closed down and at this time, that is not the situation. He reminded the board that 81st Street has had some of the most successful students and if it is closed, he doesn't understand breaking that tie and forcing them to attend another school. Mr. Cole said he would love for his child to attend J. S. Clark and BTW, and putting the 6th graders with the 12th graders is not going to work. He shared that he believes one of the problems was created 20 years ago when transfers and magnets were implemented and students were put into these schools that were away from their neighborhoods.

James B. Gardner addressed the board on the proposed closing of 81st Street and that he is an advocate for all children and particularly those with disabilities. He shared with the board his experience of having a child with special needs and the battles he fought to get her what she needed, because there was no 81st Street to meet her needs. Mr. Gardner explained that 81st Street has been evolving since 1983 and it has spent lots of money to provide new and appropriate playground equipment and handicap accessible facilities. He doesn't understand how the staff believes it can support the program by moving it to another facility. Mr. Gardner asked that staff may be changing the wording that in two years you would evaluate the needs and future of the preK program at 81st Street and Mooretown.

Michael Myers, CFT/SP, special ed teacher, addressed the proposed Vision 2020 plan and in appearing before the board many times in the past, as a tax payer, he would love to be more informed. He stated that every time he comes before the board that it appears the board members want to be informed. He shared with everyone how Governor Jindal had appeared before the people and declared that he would be an education governor and how he would be an education governor and would be transparent. He responded that transparency does not mean the public will find the board doing something wrong, but it will mean that people want to know what is going on and not kept in the dark. Mr. Myers noted surpluses in the millions of dollars in the classroom and how the misuse of funds in the classroom have always been a problem. Mr. Myers said it is important that people see the figures, detailed breakdown of the money, for these proposed changes.

Scott Hughes, Alliance for Education, addressed the board on the proposed Vision 2020 Plan. Since the board has decided it will vote on the plan on Thursday, Mr. Hughes said he believes the board has already made its decision; and he shared his concerns about what the board will be voting on: that these ideas are academically solid and that schools are not being set up to be taken over by the state, that the board believes it can get DOE to agree to this plan, that the board believes it can pass a bond vote, and that this plan will solve the problem. He said he believes

the problem is a \$37 million deficit because the board will use \$17 million in cash to buy it down to \$20 million and you will not have solved the problem.

Sharon Ketchum, Forest Hill parent, shared with the board her concern to redraw Forest Hill's attendance zone and send a portion of its students to a proposed K-8 configuration at Ridgewood. She is concerned about where the lines will be because what she has seen is not clear and feels like she is in the dark. Mrs. Ketchum shared that she has a special needs child and they personally chose their home across the street from Forest Hill so that her special needs child will be across the street from her. She shared the positive experience at Forest Hill and she believes other Forest Hill parents are concerned about whether or not she will be affected. She also said she doesn't want to see her elementary students on a campus with 8th graders. Mrs. Ketchum said she is also interested in receiving some specific definites regarding the plan.

Janet King, parent, addressed the board on the proposal to close 81st Street and encouraged the board to reconsider this recommendation and keep it open. She shared with the board her positive experience at 81st Street for her special needs child, and asked the board to consider keeping its doors open.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, said she believes it is all about message and that the first presentation was all doom and gloom. She said there are conflicting messages being sent from one presentation to the next and one conversation to the next about the plan and the budget. Mrs. Lansdale said it is very obvious the governor does not want public education and is trying to get all the district's money. She said this board is the same board that said what happened eight years ago would never happen again on this board's watch and here we are facing freezes and threatening layoffs; however, the board is still hiring consultants, staff is still driving around in company cars, still setting aside money for bonds, and lack of interest in the EduJobs funds. She asked the board if its intention is to say that it is not its job to fund public education, because that is what it sounds like and is that the message the board wants to send.

Daryl Roberson, Caddo Association of Educators, stated that he spoke last week about job security for the employees and while he can appreciate the validity of the Vision 2020 Plan, he has major concerns about the safety of children in the following areas: (1) the problem of bullying, (2) separation of age levels and that parents are assured their children are in age appropriate associations with their peers, (3) classrooms are becoming over crowded because of students being packed into schools, and (4) that merger of attendance zones in which students do not get along and fight in the schools where they get away with it with less consequences. Regarding the schools in the Martin Luther King area, Mr. Roberson said he worked in the schools in this area, and asked the board to consider making Newton Smith a 6th grade center and not placing the 6th graders on the same campus as 12th graders.

Precilla Tramiel, parent, shared with the board her concerns that this plan is targeting the lower African American schools and she doesn't understand why A. C. Steere, University, South Highlands, etc. are not being affected. She also shared her concern about non handicap accessibility accommodations at these schools. She also asked if the lack of parking at Turner has been taken into consideration. Ms. Tramiel encouraged the board to consider these concerns.

Walter Autrey reported to the board that he has received 196 signatures against putting the 6th-8th graders with the high school students. He said he doesn't believe the board has any vision when considering combining these students and schools. He said he believes this will show more problems than imaginable, and it's the taxpayers that pay the salaries and that they deserve respect as well as their students needing respect. He encouraged the board to table this item and never bring it up again.

Kirsten Richmond, student at Hillsdale, addressed the board about the proposed change for Hillsdale and asked the board to not take away their school.

Jamiya Owens, student at Hilldale, encouraged the board to reconsider not closing Hillsdale and leaving it open so she will not have to attend Turner.

Battine' Park, grandmother, addressed her concerns for her grandchildren at Turner and that she does not want her 11 year old grandson attending Huntington High School and she does not want

her granddaughter to attend HHS. She asked that the board find another way to make this work without putting these young students in an environment that will not be good for them.

Janie Richardson, Women's Philanthropy Network, shared with the board that this Network has given approximately \$500,000 to education over the last five years; and with over 40% of Caddo's schools on the Academically Unacceptable or Academic Watch List, maybe it is possible that the Caddo School System has honestly earned that it has lost the public's trust. She said the urgent and important issues at this time are improving academics and reducing the deficit. Ms. Richardson said it is important to find out what the real cause of the deficit is and she believes there are ways to save funds in the budget in addition to closing schools. She said she agrees there has been a reduction in the population. She noted the line item in the budget of \$5,400,000 for recruitment and that last year Caddo recruited approximately 400. She said she doesn't know if this is an error, but if it is correct, she believes it is absurd. Ms. Richardson said she believes an outside expert is needed, one who is knowledgeable in Louisiana education that can look at Caddo's budget and help get it under control. She also said another issue is the academics and in the strategies shared there was no mention of teacher evaluation, and research shows that great teachers can make a difference for students of every background, and it is known that the quality of the teacher at the front of the classroom is the most important factor. She said there was also no mention of fitness and wellness, year round schools for middle and high school students, or no mention of creating more magnet or magnet prep schools, or making every school a magnet school, and no mention of measuring outcomes.

There being no additional business, President Priest announced that the meeting is adjourned at 9:15 p.m.

March 24, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:00 p.m. on Thursday, March 24, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Ms. Mary Trammel led the invocation and Pledge of Allegiance.

President Priest announced that according to the Fire Marshall everyone in the chamber must be seated and there is overflow seating in Room 1.

As a point of personal privilege, Board member Hooks apologized to the staff because he understands he hurt some feelings; and if he did hurt anyone's feelings, it was not intentional. Mr. Hooks also apologized to the board members. However, he said he makes no apology for what he said on Tuesday or at any other board meeting regarding the character or person he is and will always be. He said it wasn't anyone around the horseshoe that voted for him on October 2, 2010, but it was Jesus that put it in the hearts of the people of District 5 to vote for him to represent them and that he will do. He also said he will never attend another recess of the board like the one on Tuesday.

President Priest stated that for the last year there has been a planning process for Vision 2020 and two attitudes to planning need to be held. We need to be prepared for what may lie ahead which may mean contingencies and flexible processes, but on the other hand our future is shaped by consequences of our own planning and actions. Planning is a process for accomplishing purposes, and it is a blueprint for business growth and a road map for development. She said a plan can be long-range, intermediate-range or short-range, but it is a framework within which it must operate. Preparation of a comprehensive plan will not guarantee success, but lack of a sound or comprehensive plan will almost certainly ensure failure. Ms. Priest said planning helps in forecasting the future, it makes the future visible to some extent, and it bridges between where we are and where we will go.

Dr. Dawkins reviewed with the board and audience the final recommendations for Vision 2020. He clarified for everyone items of importance so everyone had a more complete understanding of some of the elements of the plan. He stated that Vision 2020 is not the budget and the budget is not Vision 2020. He said cost savings that will result from Vision 2020, if approved, will indeed impact next year's budget; and in fact, our ability to address inefficiencies and lessen the impact on possible staff, services and program reductions in next year's budget. The superintendent stated that staff has been preparing for next year's budget for the last couple of months and will begin sharing the preliminary budget with the board after spring break. He said that all elements and components of the budget will be reviewed and presented to the board for discussion and ultimately approval. Dr. Dawkins said that it is no secret that the district is facing tremendous budget challenges, but failure to address the district's fiscal crisis is not an option and hard budget decisions will need to be made, some may be even harder than tonight's decision, but there is no choice but to face them. The superintendent also shared that the approval of Vision 2020 by the board is not an approval for a bond issue or a bond election; but Vision 2020 seeks to provide equity in resources for all students. He said when we begin to define the real and actual needs, a proposal will be brought to the board about possible scenarios regarding a possible bond issue. He reiterated that tonight's recommendation is not a request for the approval of a bond issue, but only includes the possibilities for the board to consider a bond issue in the future. Over the next two years, real needs will be identified, and only then, will consideration be given of proposing to the board a recommendation to pursue bond funding to meet the needs. Whenever this might occur, however much it may cost, and over what period of time, will be determined only after in-depth discussions with the board, staff and the community. Finally, and most importantly, Dr. Dawkins stated that Vision 2020 will begin to focus on short-term and long-term efforts to educate each and every child in Caddo Parish, because it is important that each one of them perform at their highest level every day, from the lowest performers to the national merit scholars. He said we can never again be without a planned future for the school district, the students and the community. Change is not easy, but it is important that we break towards the future like never before, because the opportunities in front of the students will redefine them, the district, and this community for many years to come.

Areas of concern and underperformance over the years are acknowledged and we are committed to continuous improvement in every classroom, every school, and every department. Dr. Dawkins said that all are responsible for the students, starting with the superintendent; and it is important to change the picture of all students, and we pledge to work with those in the community who desire to change the lives of the children. He expressed appreciation to all who have come to the many meetings over the past year and he looks forward to working with them in the future.

Superintendent Dawkins highlighted changes in the proposed Vision 2020 plan since the last meeting as follows. Page 1 of 10 under Academics, Phase I – addition of redesign of alternative schools. On Page 2 of 10 under Operations – addit Reorganize Central Office with final board approval. Also on Page 2 of 10 under Phase III – addition of possible bond proposal for Spring 2013. Dr. Dawkins explained this is added so everyone is aware and reminded of that possibility. On Page 3 of 10 under Facilities – change 6-12 configurations to 7-12 configurations for the schools affected (Green Oaks, Booker T. Washington, Fair Park, Woodlawn and Huntington), and 6th graders will be housed in other facilities to be determined in the coming few days. Dr. Dawkins also noted that no site has been determine for off lining the Hosston Alternative program and work continues in this area. Also on Page 3 of 10, the superintendent explained the addition of all analyzing all attendance zones for efficient alignment over the course of the Vision 2020 plan with board approval. On Page 4 of 10, Dr. Dawkins noted the first bullet in Phase II that to off-line West Shreveport and Central Elementary; reopen J. S. Clark to become a PreK-6 with students from West Shreveport and Central Elementary; and converting Oak Park MicroSociety from preK5 to a preK8 has been moved from Phase III to Phase II, and the possible K8 configuration at Ridgewood Middle School will be assessed during the coming year to determine if the population growth supports moving forward with the proposed K8 plan. Under Phase III Facilities (2013-14), Dr. Dawkins said he will bring to the board a proposal regarding a bond proposition which could include the recommendations presented and noted there is no proposal on the table, and nothing has been submitted to the board. If and when a decision is made to bring something, only then will the board decide if there will be a bond proposal. Also, Dr. Dawkins announced that moved to Phase III is the recommendation regarding the merger of Blanchard and Donnie Bickham, and that the growth at Blanchard will be reassessed to determine the needs and if the growth continues in the current trend, there could possibly be other considerations brought to the board. He also announced that moved to Phase III is the recommendation regarding 81st Street and Mooretown, and the staff will reassess the enrollments at these two facilities to determine the capacity in each of these programs and if there is a need for more seats in preK. On Page 6 of 10, Dr. Dawkins stated that the recommendation to secure in-state professional services has been revised to include with board approval and if the board desires to do this, staff will bring it to them for approval. On Page 8 of 10, the superintendent shared that additional information is presented regarding the total savings for Phases I, II and III, along with the expenses. The bottom line is that to make these improvements and to see these savings of approximately \$12 million in general fund savings by off lining facilities and other inefficiencies, with a one-time expenditures of approximately \$1.3 million.

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Christy Tyson shared with the board her concern that with the closing of the Hosston Alternative School, it is possible the students will be moved to North Caddo. She also stated that she believes Vision 2020 means clear and accurate, and that the plan presented is not clear and accurate. Ms. Tyson said she believes the schools in Vivian are treated like ugly stepchildren in a dysfunctional relationship. She said if the schools in Vivian are closed, you might as well close down the town. She also stated the wing that should have been built at North Caddo was never built and asked where is this money?

Michael Williams stated he is seeing a spirit of cooperation and some common ground to compromise by not moving the 6th graders to the high schools. He commended the board for this; however, he believes there needs to be equity and fairness in education for all students. Living in a multi-cultural, diverse community, and when talking about diversity, he referenced the fact that there are those that will sleep at the schools (Captain Shreve, Byrd and Magnet High) to get their students in certain schools; but if we put great programs in all schools, people will come from everywhere to get into the school; and if you put a great program at BTW, you will save BTW. Mr. Williams said he believes people will be more acceptable of change if they

are included in the decisions that will affect them. He stated the board should be looking at responsible change that offers justice for all students, change that is a win-win solution so all can come together and work together, and don't take from the poor to give to the rich.

Jiordano Maxie concurred with the previous speaker because he too had a problem with the Vision 2020 plan, and he just heard the recommendation to place 6th graders at the high school level. He encouraged the board to look at every school and not just the majority Black schools.

Scott Young, pastor of Mooringsport Baptist Church, shared with the board that Mooringsport Elementary School is intimately tied to the community and the viability of the community is dependent on the school. Mr. Young said taking the school from the community will hurt the children and the expectations in the community. He said the proposed campus in the Herndon area is a problem because there is no water and there is no municipality in that area to bring water to the school, so it will be necessary for the district to build a water plant, bring the water in from a great distance, as well as build a sewage treatment plant. He believes all this has not been taken care of in the costs associated with these changes.

Karen White stated she heard the recommended changes, but she still wants to share her concerns and thoughts with the board. Ms. White said she was among the first set of 6th graders that graduated from Newton Smith Elementary many years ago and recalled her transition from 6th to 7th grade as being a very frightening one even though the students were only one to two years older. She stated she doesn't understand the reasoning for placing 6th graders on the same campus with students this much older than them. She encouraged the board when voting on this plan to vote for the children and to vote unselfishly, because it is about every district in the school system and every student in the district. She asked the board to do what is fair and vote with their hearts, minds and souls and not be swayed by race, creed, color, nationality, disability or locality, and encouraged board members to take a stand for what is right.

Carrie Gaskin, Blanchard PTA, said that while most of her comments don't apply with the changes in the recommendations, she still wants to share her concerns for why the district found itself at this place anyway. She said she is bothered that the first option presented directly impacts the classroom first and this is the last place that should be affected by changes. Changes should begin with administration, maintenance, etc. first. She asked the board to consider possible realignment of the school board network, i.e. administrative contracts, less bonuses, etc. She said since every meeting retros back to the dollar, she encouraged the board to run the district like a business and not provide administrators with vehicles, bonuses since the business is currently not lucrative. Mrs. Gaskin also stated that she is concerned because every board member in the last three weeks has asked for budgetary breakdowns and she doesn't believe they should have to ask for this information, but it should have been information automatically provided to the board. She encouraged the board to look at the numbers and then decide what can be done.

Shamell White shared her appreciation to the board and staff for reconsidering and not shutting down 81st Street and for not putting the 6th graders with the high school students.

Meghan Thomas, student at North Caddo High School, shared with the board her concern about the decisions being made relative to Hosston Alternative School and the possibility of moving the students to North Caddo; and if this happens the negative impact on the students at North Caddo. She encouraged the board to vote no on this recommendation and keep North Caddo a magnet school.

Gary Taylor, student at North Caddo High School, shared with the board a petition of students from North Caddo opposing the merging of North Caddo with the students from Hosston Alternative. He said he has a problem with bringing these students to North Caddo when they were removed from the regular classroom and placed in an alternative setting. He also said the majority of the students at Hosston are from Shreveport, so he does not understand why they would be relocated further north away from Shreveport. Mr. Taylor also shared other negative aspects of such a decision and urged the board to reconsider this recommendation.

Caroline Caldwell, student at North Caddo High School, addressed the board in opposition to merging Hosston students with North Caddo students. She shared her belief that this change will

have more negative consequences than positive consequences and that safety would be a major concern.

Jeanie Patterson shared that she recently moved back to Louisiana from Texas, having never lived in a small town. When she moved to Oil City, her niece moved from Herndon to North Caddo High School and with these schools being the heart of these communities and for these students, she encouraged the board to rethink the closing of these schools and be sure that the decision made is the best decision for the students.

Scott Hughes, Alliance for Education, stated that tonight the board will vote on a version of Caddo's future and addressed what he believes this vision will actually achieve. He said there was a time when public school boards held a monopoly position, and the public's only real other options were private school or to move. However, today, the board no longer holds the monopoly for educating Caddo's children and a yes vote tonight will be looked back upon as the catalyst that launched Caddo into the new world. He shared that data clearly shows that people are opting to move to Bossier and North DeSoto; and since the relative cost of private school, especially new church schools, has dropped, the private schools have steadily grown. Mr. Hughes added he believes it is the new options, i.e. home schooling and charter schools, that should give the board real pause. He also stated that the board's powers come from the State Constitution in the form of a local education authority act, being granted the boundary in Caddo Parish. However, Zachary and East Baton Rouge has shown that parts of an LEA can vote to break away and form its own school district. When this happens, the local district can then lose a major portion of its tax base. He said despite all the work to complete I49 north, this proposed plan will close all but two schools in the north, and what message does this send to the neighborhoods in northern Caddo Parish. Mr. Hughes also said that while the message sent clearly states that southeast Caddo Parish is the place to live, it fails to provide the adequate infrastructure for continued growth while asking this part of town to fund over \$500 million in new taxes. He said today a vision will be achieved, but it will be a vision of unintended consequences and the story of opportunity lost.

Levi Ashby shared that he is an alum of Blanchard Elementary and the students attending Blanchard have had the opportunity to stay together throughout middle and high school. He shared that he understands that a K8 will create a sense of family; however, he believes the age gap of the children will create a dysfunctional facility. He referenced the Leap and iLeap results. Mr. Ashby also shared that while they appreciate being moved to Phase III, he would like the board to be aware that those interested will continue to make their voices heard.

Alfred Cole expressed appreciation to the parents and staffs of all the schools for their support and asked why Broadmoor, Youree Drive, Captain Shreve and Byrd were not mentioned for possible consolidation. With everything being out in the open, he asked why was the plan presented recommended, were the students the focus because he still sees 7th and 8th graders with 9th through 12th graders. He said he does not see any sense of respect toward the citizens that make the decision. While he doesn't have any problems with the magnet schools, he believes that the neighborhood students should go back to their neighborhood schools to succeed. He said he also believes these are landmark schools and there is a landmark law in Caddo Parish. Mr. Cole expressed his appreciation to the board for keeping 81st Street open and that we have unused property on this campus.

Diana Kropp shared with the board that she has three children at Forest Hill Elementary and in hearing the talk about problems with 6-12, she has a problem with K-8. She said she cannot see a six year old in the same school with 13 and 14 year olds. She doesn't understand how such a school can be structured to ensure safety, which is her main concern. Ms. Kropp also stated that she doesn't believe the needed changes can be accomplished in four months, and she asked why are maps on the web site without detailed information? She said teachers are already over loaded with students; and since the students today are different than previous generations, the number being proposed for a classroom is too many. Ms. Kropp also shared her disagreement in taking away the teachers' m & s money and encouraged the board to put student safety and learning first when making its decision.

Sharon Ketchum addressed the board on the proposed changes for Forest Hill and she bought her home directly across the street from Forest Hill so her three children could attend Forest Hill, Ridgewood and Southwood. She is concerned with the proposed changes and not knowing if her

children can remain at Forest Hill or if they will attend the K8 configuration at Ridgewood. She is also concerned about her special needs child being at a K8 school rather than at Forest Hill where the administration and faculty have been very accommodating to her needs. She referenced the uncertainties about the proposed changes so that she can correctly relay the information to her parents and peers, and asked the board not to make any changes to Forest Hill.

Mandy Wall stated that she came to the meeting tonight to ask the board to remove the recommendation to off line Blanchard Elementary from the plan and thanked everyone who listened to the concerns and made the change. She also said that the next time she speaks to the board she hopes it will be to ask the board to build a wing at Blanchard Elementary because of the growth.

Lloyd Thompson shared his concern about placing 6th graders on the high school campuses and shared with the board his involvement in J. S. Clark. He asked the board to look at all the inner city schools and how we can save these schools rather than close schools. He said he believes the entire plan needs to be looked at more closely as to how schools can be saved and not closed, because closing schools will hurt the community.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, said she was not to be here tonight but was scheduled to be at a conference out of town. However, as an education organization that represents 2,600 of Caddo's employees, she believes it is her obligation to be here to speak about academics and discipline, which she does not see in the plan. Mrs. Lansdale referenced the budget and concerns about the CEEF funds, EduJob funds, and Haynesville Shale dollars and discussions are being held with appropriate legislative representatives to address these budgetary issues. Relative to discipline and discussions about getting students to return to their communities, Mrs. Lansdale said that they will not if they don't feel safe. She also shared an incident last week where a student had a gun at school; and only after they made a lot of noise about it was it addressed. She also shared other incidents that are happening in the schools where there is a lack of discipline being enforced.

Daryl Roberson, Caddo Association of Educators, stated is what is really important to approve the Vision 2020 plan with a few modifications made after pressure from a few groups, and is it prudent to hastily move forward with many unanswered questions from the community. He said there are many questions that have been asked since the plan was first unveiled and these questions still have not been answered. He said it is his hope that the board will postpone action on the Vision 2020 plan until there is more clarity and answers to these questions.

Camryn Smith, staff member at Hosston Alternative School, stated that she is hurt by what the students at North Caddo have said today and shared with everyone the positive things that are happening at Hosston and the great strides that students are making while at Hosston. She said these students are not bad kids, but are students that have made bad choices.

Shane Barberaux, teacher at Hosston, shared that he has been at Hosston for eight years and that they are at Hosston to help students who have made bad choices turn their lives around. He compared Hosston to a business and the board as the owners, and as the owners, he encouraged board members to visit Hosston and see first-hand the learning that is taking place at Hosston. He said he believes if these students are placed in another environment, he doesn't know if the learning they need will happen like it is happening at Hosston with smaller classrooms.

Irma D. Rogers, president of the Martin Luther King Community Development Corporation, said that she understands with the new changes delineated the 6th graders will remain in a middle school setting. She shared with everyone that with concerns expressed about sending 6th graders to a school with 12th graders, suggestions were made from PTAs, alumni associations in the MLK area, to at least leave the 6th and 7th graders together in a middle school setting, and only send the 8th graders to Green Oaks. She believes this is a better alternative to the current plan. She also believes a needs-assessment is needed in the MLK area due to growth; and while there may be challenges with the 2010 census, there is still clear delineation that there has been growth in this area. Mrs. Rogers also stated that other questions from their area include what prompted this action by the board, was a study done before this vision was to be implemented; and if so, was a longitudinal study done to support the school closures, and if so, she would like for it to be shared with the community. She added that since the citizens of the MLK area pay the same taxes as other areas, they believe they deserve the same answers. The board's efforts in many

things were applauded; but she believes this is crucial, as schools are a crucial part of the neighborhood. She encouraged the board to give grave consideration to the decision it makes.

Mr. Rachal moved, seconded by Mrs. Bell, to approve Vision 2020 Plan Phases I, II and III, as submitted by the Superintendent.

Mrs. Crawley moved, seconded by Mr. Hooks, to table Vision 2020 and begin as soon as possible to get to the budget work that needs to be done and then come together as a caring board to get a plan that has a vision for the best and safest education system for all children.

Mrs. Crawley stated that we could have voted on this on March 8th and it would have passed, and it will pass tonight. She said a couple of board members have worked very hard to get it as less terrible as possible. She shared that on Tuesday night a lady asked her how she would vote on this and she told her it would really not affect the children in her district, and if they want to shoot themselves in the foot with this plan, then why shouldn't she let them do that, because her kids would not be in chaos in August. She said at that point the lady looked at her as though she had slapped her, but she told her she could not do that because her heart is heavy. This lady also reminded her that she doesn't just represent District 4, but all the children in Caddo. Mrs. Crawley thanked Dr. Dawkins and his staff for their work, and she understands that some of the things that needed to be done could not be proposed because of political constrictions. She added that she believes the budget needs to be addressed and the budget will alleviate some of the combination configurations. We don't need to mess up middle school children because of budget. Mrs. Crawley said she believes Mr. Hughes' comments hit the nail on the head.

Mr. Hooks said he doesn't believe in killing the inner city schools and entire communities. He said if we are going to take, we need to take where it needs to be taken from and a lot has already been taken from us. He said a lot of work was put into this plan; however, he is not satisfied and it needs to be put on hold, and he will not vote on anything that he cannot see.

Vote on the substitute motion failed with Board members Green, Burton, Crawley and Hooks supporting the motion and Board members Riall, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on the main motion carried with Board members Crawley and Hooks opposed and Board members Riall, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong, and Bell supporting the motion. Board member Green abstained.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:25 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

April 5, 2011

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, April 5, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Priest led the invocation and Pledge of Allegiance.

PRESENTATIONS

Reapportionment Update. Gary Joiner, Precision Cartographics, shared with the board information on the current census statistics per school board member district. He explained that according to the census, there are 254,969 people and when divided equally by the 12 districts, an ideal district should be 21,247. He said in the last 10 years when the school board was put into apportionment by him, the numbers were within the allowed +/- 5% (10% range); however, because of the movement of people, that is no longer correct. He explained the changes seen in each district and that along the Ellerbe Road corridor shows an almost 30% increase in population with central and northern Shreveport population being down. Mr. Joiner explained the breakdown of the population numbers and that the numbers are not voters, but potential voters (those 18 years and older). Additional information shared included information on individual districts with the number and percentage of each category. He explained that if the deviation numbers are positive, we will want to get those numbers to below 5; and if they are negative, we will want to get the numbers up above minus 5, which will be done by moving precincts into and out of districts. Mr. Joiner further explained that when the parish commission does its reapportionment, which he is doing and it has to be done by the end of May, they will create the voting precincts. He said the key in what they will do is not the polling place, but the boundaries of that precinct. When the commission does theirs, they will not change the outline of the precinct, but it may be necessary to split a precinct. State laws that must be followed include you cannot create a precinct with less than 300 voters nor can you have a precinct with more than 2,200 voters. He also explained that those precincts that have been split alphabetically will now be brought back under one. He also said that while we have had precincts that were identified with only a number, they may now be identified with an A, B, C, and D. Mr. Joiner explained that this will help because Caddo has the most extensive problem with what is called ballot management in the state, because it has to have ballot styles for every variation. The more voting machines, the less precincts we have and the easier it will be to conduct future elections, and the state is not buying any voting machines and is not allowing any kind of change in these precincts; so if they can be reduced, it will free up some voting machines to work with. Mr. Joiner encouraged board members to meet with their counterparts on the commission to discuss these numbers and a possible plan. He said he has created a plan, and he is trying to make sure he can get together with the parish commissioner and school board member from the same district. He also added that because there are so many streets and roads, and most precincts are bound by streets and roads, it may be that someone may only have one side of a street in their district. Mr. Joiner explained that he can use any visible line in any precinct in the parish, so it is possible that some of the new splits could possibly be bound by city limit lines. He reminded the board that some districts are huge in area and in population; and at this time, he is developing possible precinct cuts and if there are any that the School Board can viably use, which is another important reason for School Board members to be in touch with their Parish Commission counterpart. Mr. Joiner also encouraged board members to contact him to schedule a time to meet and discuss their individual districts regarding those areas within their district that they want to keep. He asked board members to email him this information, and he will build a plan based on the information provided, and then meet with individuals to review and make changes.

Ms. Priest asked Mr. Joiner when talking about several precincts that are split, i.e. 5A and 5B, will these be combined, and Mr. Joiner explained that these are precincts that can be looked at to possibly cut. He asked board members to not fall into the trap of looking at letters, because the Registrar of Voters office can produce a report out of Baton Rouge called a 1A report, and he will request this information and forward to the board members.

Mr. Rachal asked Mr. Joiner how the AB division is beneficial? Mr. Joiner responded the benefit is from the state side and it keeps from adding a lot of precincts, and referenced when the

state went to digital voting machines and the number of squabbles with vendors over pricing and programming. He said there are not a lot of extra voting machines and it is difficult to get any extras from Baton Rouge; and when a large precinct is split, it must be set up with a new commissioner and those who will work it and at least two machines. It is all about getting the machines, and trying to keep it as simple as possible. Mr. Rachal asked for clarification and what Caddo Parish School Board has to do with the Commission and their districts? Mr. Joiner said the law is on the Parish Commission's side, because parish governing authorities are allocated the power of determining voting precincts. They man them and they can change them. Since the School Board is not a parish governing authority, it has to play by the Commission's rules. Mr. Rachal asked if he could get a map that shows the precincts in his district. Mr. Joiner announced that each board member will get maps of all the individual districts.

Mrs. Crawford stated that last time Mr. Joiner visited with the board on the variations of +/-5% and if board members are within that range, will the district stay the same? Mr. Joiner responded no, because if a district is fine, but a surrounding district(s) are facing change, it is possible that an o.k. district will gain some precincts. Mrs. Crawford asked if it is necessary for her to attend a meeting of representatives from District 7? Mr. Joiner explained that he will be meeting with board members individually followed by a meeting with school board and commission representatives. Following these meetings and a viable plan for the commission and school board, community meetings will be scheduled to get the public's input as well.

Mrs. Armstrong stated that she understands we are looking at the percentage of deviation and it is 5 percent; and if she is 10+ and districts 10 and 12 are at 3%, she would lose precincts and districts 10 and 12 would gain precincts. Mr. Joiner said that is almost correct and shared details of what 10 and 12 can accept in order to have buffers and allow room to grow. He also shared how changes in one district will ultimately affect the remaining school board districts. Mrs. Armstrong shared with the board that she has been through this process with Mr. Joiner at least twice and she knows he will serve the board well through this process.

Mrs. Bell asked Mr. Joiner to further explain the variances and that everything can't come from District 9, and if District 12 needs to add precincts, where will they come from? Mr. Joiner explained that it's the ripple effect and he will look at building from the outside to the center because the edges will be the stability. Mr. Joiner also explained that in the reapportionment plan, you cannot retrogress but you must have the same number of minority districts that you presently have. He said it is important to maintain the districts and their character, their neighborhoods, and that the racial, ethnic and population are all in good balance. Mrs. Bell stated she has talked to her counterpart on the commission and they are and will work together.

Mr. Joiner reminded board members to email him any concerns and he will begin scheduling individual and group meetings to discuss and relay each other's concerns. He also stated he will work closely with the District Attorney to work through the legalities of the submissions.

Miss Green inquired about the possible move of the incumbent, and Mr. Joiner asked that the incumbent get with him as soon as possible about the location of that move.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE APRIL 19, 2011 CPSB MEETING

Superintendent Dawkins shared with the board the following items for the board's consideration at the April 19, 2011 CPSB meeting.

Additions

Ms. Priest added an item to schedule 2011-12 Budget Work Sessions on April 13 and 18. Mr. Abrams reminded Ms. Priest that the board will not meet until the 19th. Ms. Priest added the item without the dates and announced that she will provide board members with the dates.

Ms. Priest also added Superintendent's Contract Extension to the agenda for April 19th.

Presentations and Recognitions. Mrs. Armstrong asked that the Keithville Girls and Boys City Championship Teams be recognized at the meeting. Superintendent Dawkins responded that staff will contact the principal.

Bids. Ms. Priest asked about the truck maintenance for \$117,000 and the item truck maintenance for \$75,000? Tim Graham explained an adjustment was made, and there is only one truck in the bid pricing and it will be for the \$75,000 truck only.

Mr. Riall asked about the \$3.2 million and what does it cover? Mr. Graham explained that this is an annual estimated expenditure for Food Service and we typically bid it out for the upcoming school year, for the whole year.

Mrs. Armstrong inquired as to who is doing the truck maintenance and if the one listed is a refrigerated delivery truck? Mr. Graham said it is a dump truck, and it is for the Maintenance Department. Mrs. Armstrong asked for further clarification. Mr. Graham explained that the current dump truck is over 16 years old and has over 300,000 miles. Mrs. Armstrong asked if we outsource the maintenance, and Mr. Graham responded no we don't and this is a new truck for the Maintenance Department.

Revisions to CPSB Policy GCG. Mrs. Crawford asked for clarification and if this addresses the appeal process? She noted the portion of the policy that states the teacher is allowed to present documentary evidence and it sounds as if there are two meetings. Mr. Abrams explained that it's not an appeal, but this cleans up the process. The rules currently state that the superintendent will provide a recommendation to the board with valid reasons for termination, which we have done. He further stated that it is being recommended to change the policy and create an opportunity for the employee to provide any evidence they may have to refute or rebut something the superintendent presented. Mr. Abrams explained that because of the process, generally it would be in an executive session or the employee would stand in open session and state their disagreement. This recommended revision to policy will provide notice to the teacher that they are being recommended for termination with the reasons 20 days prior to presentation to the board, and then the superintendent will provide reasons and documentation to the employee and they have 5 days before the board is to take action to submit a rebuttal. When the board meets, the information will be provided on BoardDocs and a decision made based on the information presented. Mrs. Crawford confirmed that it is in writing and nothing is oral and Mr. Abrams confirmed that is correct.

Revision to Policy GBM. Mr. Ramsey stated he has in the past asked for revisions to this policy, and agrees with everything the attorney has done at this point; but asked that this be postponed until May to allow legal counsel time to further refine this policy in Levels 1-4 and determine if the process can be streamlined further. Mr. Abrams said he talked with Mr. Ramsey and believes revisions can be made to streamline this process. Mr. Abrams said he also talked to the employee organizations and will continue to do so regarding modifications to the process.

Mr. Hooks shared his agreement with Mr. Abrams and believes this can be done. He believes our employees need to be afforded the opportunity to be heard.

Battle on the Border Football Showcase. Alan Carter, supervisor, explained that the City of Shreveport came up with the idea of Battle on the Border and invited six teams to play at Independence Stadium, and one of the teams is from Caddo Parish. Mr. Carter said they are asking that the Caddo Parish School Board give the right to negotiate the contracts, which is a formality in Caddo. Mrs. Armstrong confirmed that it will be local and Mr. Carter said it will.

Caddo Educational Excellence Fund. Mrs. Crawley stated that last year this committee met and requested that this money be used for teachers, and asked if it can be used for this year's budget. Dr. Dawkins stated we can possibly use some of the money, but it wasn't \$600,000. Mr. Lee explained that last year it was about \$18,000 and the committee decided not to distribute any of the funds. She asked how much money is expected, and Mr. Lee said it will be \$80,000 to \$100,000 but it cannot be transferred to the General Fund, and it must be distributed through the CEEF fund. Dr. Dawkins reported that the guidelines will be provided to board members.

Mrs. Armstrong reminded the board that we can only spend the interest; and because this amount was so small last year, a decision was made to not touch it but put this year's interest with it.

Mrs. Bell said that Joyce Bowman phoned her about this interest to discuss the fact that since the Caddo Parish School Board is faced with a \$20 million deficit, she believes legislation can be

introduced to turn this process around and use these funds in the event of an emergency. Mrs. Bell stated that it may be necessary for us to appear before the Legislators to pursue this.

Mrs. Crawford asked if principals can be told that this money must be used for the teachers. Mr. Lee responded that it will be the board and superintendent's decision, and it must be used for instructional enhancements.

Mr. Riall asked Mr. Lee how many type funds does Caddo have where it can only spend the interest? Mr. Lee said the CEEF is the only one. Mr. Riall asked him to clarify where this fund originates? Mr. Lee said it comes from the casinos in Caddo Parish and the money goes into a trust. Every January a committee looks at what the interest for the year might be. Mr. Riall asked if the principle continues to grow? Mr. Lee responded that is correct.

Ms. Priest stated that Commissioner Bowman discussed this and a trip to the Legislature may be necessary to discuss and present our proposal.

Mr. Abrams explained that the district was contacted and the possibility of changing a local bill was advertised. He further explained that the intent is in the event of an emergency situation to come up with an act that would allow the Caddo Parish School Board an open window during which this money would be available and how much would be available.

Mr. Riall asked how much does the principle grow each year? Mr. Lee responded that it has been slow over the past few years because of the economy, but it grows approximately \$800,000 to \$1 million each year.

Pepsi Beverage Contract with Fair Park. Mr. Abrams explained this is the basic beverage contract providing \$2,000 up front and another \$2,000 at the end of the year with a commission of 30% based on the amount of sales. He said it is a 3-year contract with a 2-year extension.

Extension of Superintendent's Contract. Mr. Abrams announced that he will meet with the superintendent to discuss his contract, because state law requires that the board, 90 days before the expiration of his contract, contact the superintendent as to whether or not the board will renew or extend his contract.

CONFIRM THE CONSENT AGENDA FOR APRIL 19, 2011 CPSB MEETING

President Priest announced items 6.02, 7.01, 8.01-8.08, and 8.10-8.11 as the consent agenda. *Mr. Riall moved, seconded by Ms. Priest, to approve the agenda and consent agenda for April 19, 2011 CPSB meeting as submitted. Vote on the motion carried.*

POLL AUDIENCE

Daryl Roberson, Caddo Association of Educators, addressed the board on the proposed revisions to CPSB Policies GCG, GDG, and GBM. He thanked the board for postponing possible revisions to Policy GBM and asked that the employee organizations be kept in the loop when addressing revisions to these policies that affect Caddo's employees.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, expressed appreciation to the board for indulging to work on Policy GBM with the employee organizations. She invited board members to attend the Most Improved Student Banquet on Thursday, April 24th at C E Byrd High School, which is a time to recognize those children who have turned their lives around.

Jon Glover, employee, asked if item 8.07 on the agenda addresses employee salary increases? She also asked if information for the Superintendent's Contract Extension will be available to the public and will they be aware of what the proposal might be? She also asked if additional monies will be included in the contract extension; and if so, where will these funds come from since the district is in a budget crisis?

Adjournment. *Mr. Riall moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:07 p.m.*

April 19, 2011

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 19, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Ms. Priest led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 8, 2011, MARCH 15, 2011, MARCH 17, 2011, MARCH 22, 2011, MARCH 24, 2011 and APRIL 5, 2011 CPSB MEETINGS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the minutes of the March 8, 2011, March 15, 2011, March 17, 2011, March 22, 2011, March 24, 2011 and April 5, 2011 CPSB meetings as submitted in the mailout. Vote on the motion carried with Mrs. Crawford absent for the vote.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of marketing and 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.

Recognition of High Schools Holding Blood Drives. Tricia Grayson presented to Superintendent Dawkins a plaque from LifeShare recognizing the staff and students at Caddo high schools who regularly give the gift of life to help others.

Future Business Leaders of America. The following students from Caddo Career and Technology Center were recognized for their outstanding accomplishment at the State's FBLA Conference: Terrell Dedeaux, 1st Place, Accounting, Captain Shreve; and Connor Maloney, 1st Place, Cyber Security and Networking Concepts, Caddo Magnet.

Regional History Day Contest. Southwood High School students Kalee Jones, Velvet Fuller, Zanolbia Hogan, Shadarrius Williams, Shadona Lathan, and Kristen Giglio were recognized as state winners in the History Day Contest. They also will compete in Washington, D.C. this summer. Mrs. Grayson explained these students design their project, conduct all the research including trips to the LSUS archives, and defend their project before a panel of judges. Summer McCall, Social Sciences teacher, won the PBS Teacher of Merit Award for this program.

Yale Distinguished Music Educator Award. Jessica Wright, music teacher at Arthur Circle, was congratulated for receiving the Yale Distinguished Music Educator Award.

Schools Recognized for Growth. Flags and letters from the state department were presented to the following schools for increasing their school performance scores. Recognized for Academic Growth were Fairfield Magnet, Kathy Barberousse, principal; J. S. Clark Microsociety, Patrick Greer, principal; and C. E. Byrd, Gerald Badgley, principal. Recognized for achieving Exemplary Academic Growth were Claiborne, Marilyn Johnson, principal; Eden Gardens, Janice Hughes, principal; South Highlands, Keith Burton, principal; Lakeshore, Travis Smith, principal; and Oak Park Microsociety, Sabrina Brown, principal. Mrs. Grayson also recognized Sabrina Brown for her recent recognition as one of the top 10 leaders in Shreveport worth knowing.

Southwest Shreveport Rotary. Gayle Flowers was recognized by the Southwest Shreveport Rotary Club (Charles Beard and Ron Adams) as a Paul Harris Fellow, which means an endowment in the amount of \$1,000 is added to the foundation in her honor, and for her tangible contributions and life that exemplifies the educational and humanitarian objectives of the Rotary Foundation. Mr. Beard said that since founded in 1917, the foundation has received over \$1 billion in contributions to further humanitarian needs, health, education, peace and understanding all over the world. Mr. Adams also commented that on April 28, 2011, the Caddo Career and Technology Center Foundation will present between 30 and 40 \$1,500 scholarships to children. He said Mrs. Flowers was the inspiration behind this effort that began in 1996 with three \$500

scholarships; and the Foundation will award the 514th \$1500 scholarship on April 28, 2011. He Adams challenged the board to provide a scholarship in the Caddo Parish School Board name.

VISITORS

Jon Glover, employee, addressed the board on issues she feels the board should address that will impact the upcoming budget, i.e. the Superintendent's Contract. She questioned the logic for voting on this today, when a budget work session is scheduled for tomorrow. She asked if, since the budget is in crisis, a renewal of this contract will not have additional funds attached and where will they come from? Ms. Glover also said that Vision 2020 is supposed to bring about a savings; however, those very savings are already designated for new projects such as building new schools and the likes thereof. She said that while this is being done, there still is no mention of a salary increase for support employees despite increases in gas, food, utilities, etc. She also noted the increases in the health insurance co-pay, in the premiums, and no increase in salary. Ms. Glover also questioned the possible reduction in work force, and encouraged the board to look at possible reductions through the sub employees, retirements and other attrition factors. She said if the team is to survive, everyone must come together and do their best in an effort to create world class schools for world class students despite the never-ending challenges.

Jiordano Maxie addressed the Superintendent's Target Schools and Vision 2020 and how Green Oaks has and is being affected. He said Black History is the beginning of all history, Green Oaks is a part of history, and he believes Black History is missing from the world's history books so no one will know how great they are. Mr. Maxie said the board can stop this from within so true Black progress can begin, because this is not about us, but it is about the students.

Scott Hughes, Alliance for Education, congratulated those schools recognized for academic growth, specifically Lakeshore and Oak Park, two true community schools. However, he noted that in May, Caddo will see that 50% of the Class of 2011 will not cross the stage. He addressed the superintendent's contract on the agenda and that he doesn't believe there is a real decision on this item today, since the board crossed that bridge two weeks ago with the Vision 2020 vote. He said he believes the board must renew the contract of the person they have chosen to provide leadership for this vision for Caddo schools. Mr. Hughes said that while he may disagree with the board's vision, he respects the decision and choice to pick the district's CEO. He also shared his concern about the options in the selection process: (1) why today, since over the next 30 days the board will look at a budget with access to academic data for the current school year, both important before engaging in a multi-year contract; (2) why only a 2-year commitment because if the board is truly committed to embarking on a community vision that is at least three years in the making, then why not contract with a leader for 3 years; and (3) what is the focus of the contract, because all he sees are changes that could best be described as exit strategy concerns and asked where is the focus on academic performance outcomes and fiscal responsibility?

Jackie Lansdale questioned only being allowed 3 minutes when the policy has been 5 minutes. *Mrs. Crawley moved, seconded by Mr. Hooks, to overturn the ruling of the president. Vote on the motion carried with Board members Priest and Bell opposed. Mrs. Armstrong abstained.*

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the information previously shared with the board on the percentage of new teachers, those hired since 2009, who have already left the district. Since that time, she explained they have also determined that 26% of this group has not only left the district but possibly the profession. She said she believes this affects the budget process and shared that national studies indicate that new teachers are 51% more likely to leave than their older colleagues, which costs the nation \$7 billion annually, and in Caddo approximately \$1.5 million. Mrs. Lansdale shared with the board how this should be addressed by explaining that there is a group of teachers referred to as Gen Y teachers and studies indicate that these teachers start out with the intention of making teaching a life long profession. In order for them to stay in this profession, Mrs. Lansdale said there is a need to provide them the opportunity to collaborate with their peers and to share successes and setbacks in a non-threatening manner. She said they are eager to draw from their colleagues from past generations as they want quality and frequent input, and not left to sink or swim by waiting for formalized evaluations. They need much more quick checkpoints to make certain they are on track and access to technology and other resources to help them facilitate student learning, professional development targeted to their needs, and evaluations that are not totally tied to standardized test scores. Mrs. Lansdale stated that these teachers want to be rewarded for

successes, and they want to stay in a profession where they can make a difference. She said these teachers want to make teaching their profession and to do that they need the board's support, and all they are hearing is consideration of freezing their pay, taking their supply money, not honoring the incentive pay for AU school employees, and press releases about what will not be tolerated. Mrs. Lansdale stated their organization is concerned about the next generation of teachers, because they know those things they can and should do and believe their willingness to work with the district has been demonstrated in many ways. She said they will not sit passively by and see the profession diminished by the board's decisions. She said there have been millions set aside by the board and millions spent on consultants and they will not tolerate the freezing of any salaries, teachers or support. She announced a press conference on Wednesday and their participation in a Legislative Day on Friday, April 28th. She also expressed appreciation for board members and staff who attended the 8th Annual Most Improved Student Awards and for their support.

Frederic Washington, former CPSS student, shared with the board and superintendent that over the years the board has expressed frustration with the State Department of Education, i.e. BESE and State Superintendent, and noted the board's consensus that the SDE has made several revisions deemed irrational and insensitive to the concerns of LEAs such as the Caddo Parish School Board. Mr. Washington referenced repeated complaints by one Caddo Board Member regarding the total disrespect from State officials, and compared it to the same disrespect board members have for those who elected them to the seats in which they serve. He said the community cried out to the board and the board said one thing and did another, so he questions how the board can expect the State to show them respect when the board is not representing the people? He also shared his agreement that elected officials need to attend workshops, but he knows it was in bad taste for the district to send eight officials to California when it claims to have financial issues. Mr. Washington stated that while eight from Caddo Parish School Board attended the conference in San Francisco, he is the only one going to Baton Rouge to fight for education in Louisiana. He also addressed concern in the areas of leadership, excellence, accountability and dollars (LEAD) and referenced the summer of 2003 when he was leaving Hollywood to attend Booker T. Washington and how the district was facing the same financial issues under that superintendent as are being faced today. He also referenced the issue of buying a piece of land when we did not have a superintendent and when a superintendent came on board and many had received their pink slips, that superintendent reinstated 300 of the almost 400 employees with the remainder eliminated through attrition. He said he believes the action of that superintendent proved that a quick fix to off line schools and cut teacher resources is not the only option; and the district went from being in the red to being in the black, as well as improving morale and passing a bond to upgrade maintenance and central air. He said he hears many say we never had a plan; but if not having a plan gives this result, he believes it is better to have no plan than to have a wrong plan. Mr. Washington further compared board decisions to not give this particular superintendent an increase in salary, but when she left, the board hired a consultant firm that cost twice as much to hire a superintendent and pay that superintendent \$200,000, thus his comment one plus one does not equal two.

John Milkovich addressed the board in opposition to renewing the superintendent's contract and that his comments are not against an individual, but in favor of a new direction for the school system. He stated the people of this parish have had an agenda shoved down their throats that they do not believe in; and for the purposes of cost, he asked the board to not save us any more money if saving comes by plans such as the Vision 2020. With the board proposing to ask the property taxpayers for \$600 million, and with the budget currently reflecting a \$20 million deficit, he believes we are also going in the wrong direction when talking about closing North Caddo, Vivian, Oil City, Mooringsport, Timmons and Creswell, since closing schools causes communities to die. He suggested that the board get back to basics, i.e. values, respect and discipline, and noted principals in the system that have instituted these values in their schools with results. He said he believes what the board is looking at is a magic money cure to fix the educational system that will cost taxpayers \$600 million, when leadership is what is needed.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA

Superintendent Dawkins highlighted the items for the board's consideration at today's meeting. Ms. Priest announced that Item 8.10 "Approval of Beverage Contract with Pepsi – Fair Park" is pulled and the Level IV grievance under Executive Sessions is postponed. Ms. Priest announced that the consent agenda items are 6.02-6.03, 7.01, 8.01-8.08, 8.11 and 13.01-13.04. *Mr. Riall*

moved, seconded by Mrs. Crawford, to approve the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action.

Item No. 6

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

6.03 Other Personnel Transactions Reports. The board approved the other personnel transactions reports for the period of February 26, 2011 through March 25, 2011 as submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Plier International, totaling \$75,278.16, for the purchase of Truck for Maintenance; (2) Conco Food, Gerlach Meat and Louisiana Food for the purchase of Canned and Frozen Food, Fish, Poultry, Eggs, Meat and Specialty; and (3) Carefree Janitorial, totaling \$91,232.65; Conco Food, totaling \$259,507.00; Long's Preferred, totaling \$2,379.70 and Louisiana Food, totaling \$9,405.25 for the purchase of Food Service Paper and Supplies.

Item No. 8

8.01 Revision to CPSB Policy GCG (Probation and Tenure Teacher) and Proposed New Policy GCG-R (Probation and Tenure Termination Procedures). The board approved revisions to CPSB Policy GCG (Probation and Tenure Teacher) and the proposed new policy GCG-R (Probation and Tenure Termination Procedures) as submitted in the mailout.

8.02 Proposed Policy GDG (Probation and Tenure Bus Operator) and GDG-R (Probation and Tenure Bus Operator Termination Procedures). The board approved the proposed policy GDG (Probation and Tenure Bus Operator) and GDG-R (Probation and Tenure Bus Operator Termination Procedures) as submitted in the mailout.

8.03 Student Support Manual. The board approved the Student Support Manual as submitted in the mailout.

8.04 Disciplining Students with Disabilities – Administrative Guide 2010-2011. The board approved the Disciplining Students with Disabilities Administrative Guide for 2010-2011 as submitted in the mailout.

8.05 Battle on the Border High School Football Showcase. The board approved the resolution authorizing C.E. Byrd High School to enter into contract with the City of Shreveport for the Battle on the Border High School Football Showcase September 10, 2011 and September 8, 2012 as submitted in the mailout.

8.06 Shreveport Job Corps Cooperative Agreement 2011-12. The board approved the Cooperative Agreement between the Caddo Parish School Board and Shreveport Job Corps Center for 2011-12 as submitted in the mailout.

8.07 Approval of Employee Payment. The board approved payment to the temporary teacher terminated on September 28, 2010 for the difference between the certified teacher salary and substitute pay for September 29 – December 8, 2010 as recommended by the superintendent and submitted in the mailout.

8.08 OPEB Trust Investment Manager. The board approved Reliant Investment Management, LLC as the OPEB Trust Investment Manager as recommended by the superintendent and submitted in the mailout.

8.11 Youth Enrichment Program (YEP) Facilities Usage Agreement for 2011-12 SY. The board approved the facilities usage agreement between YEP and the CPSB for August 18, 2011 through May 31, 2012 as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved admitting students JH and DT into the Caddo Parish School System as the parents are in agreement with staff's recommendation.

13.02 Reconsideration of termination of probationary teacher. The board moved that the request for reinstatement of WA be denied and that notice of Board's action be sent to his last known address.

13.03 Recommendation of termination of probationary bus operator. The board moved that the probationary bus operator QD be terminated in accordance with recommendation of superintendent and that staff send notice of Board's action to last known address.

13.04 Recommendation of termination of two (2) probationary teachers. The board approved that probationary teachers KJ and GA be terminated in accordance with recommendation of superintendent and that staff send notice of Board's action to their last known address.

CADDO EDUCATIONAL EXCELLENCE FUND

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, shared her concerns about the supply monies and that she has talked with Foster Campbell, as the originator of legislation creating the CEEF, and the possibility of using the interest from these funds for supply money for teachers, and Mr. Campbell said the district could. She stated that when looking at the recommendation from the committee that different portions will be given to different size schools, she wonders if the board is o.k. with this recommendation. Mrs. Lansdale asked if it would not be more feasible to take a lump sum of money from last year and this year and divide it among the certified employees and supplement to get to the \$200 for each teacher, because the way it is set up now, some teachers will not receive anything. She also said she doesn't believe this was discussed at the work session and encouraged the board to postpone this item until time is allowed to discuss further during budget considerations and to possibly look at dedicating this CEEF money as a permanent fixture for supply money every year, a steady funding source.

Mrs. Crawford moved, seconded by Mr. Rachal, to accept the recommendation. Mrs. Crawford asked for clarification on the total amount. Mr. Lee responded that it is approximately \$55,000 which is the interest for last year and this year. He further explained this has been the process every year with a committee meeting and submitting a recommendation for the interest to the board for consideration. He added that last year the interest was way down and the committee made a recommendation to the board, that was approved by the board, to not distribute the interest last year but to hold it until this year. Mrs. Crawford asked if this is usually not done until budget time? Mr. Lee responded that it is usually presented to the board in March. Mrs. Crawley said at the work session the total was mentioned to be about \$80,000. Mr. Lee explained that he thought the two years combined was approximately \$80,000, but the actual is \$55,000 for the two years. Mrs. Crawley said she doesn't like to send the money straight to the school, because it goes straight to the principal for spending and not to the classroom. Mr. Rachal asked for the total amount for the \$200 materials and supplies for teachers? Mr. Lee said it is approximately \$600,000. Mr. Rachal asked if there is anything wrong with allocating these funds to offset the materials and supplies for teachers? Mr. Lee said we only have to insure that these funds are used for instructional enhancement.

Mr. Rachal moved, seconded by Mrs. Crawley, to postpone action on this item to allow time for further discussion. Mrs. Crawley said because board members are supposed to get the information at the work session and this is new information, she believes if the board votes on this tonight, it will not be following its own policy, and she is more in favor of looking at the budget when looking at these items.

Mrs. Bell said she believes we need to look at this in a way that we make sure the money goes to the teachers and every teacher gets the same amount.

Vote on the substitute motion to postpone carried unanimously.

SUPERINTENDENT'S CONTRACT EXTENSION

Mrs. Crawford moved, seconded by Mrs. Bell, that the superintendent employee contract be extended until August 11, 2013 and approved with the changes located at board members' stations and placed on BoardDocs.

Mrs. Crawford stated that the board has evaluated and the scores came up and it is now time for the board to consider this no matter the timing, and she does not hesitate in making this motion. Mrs. Bell stated her agreement with Mrs. Crawford's comments. She also said that when she came on the board all she heard was the need for change; and while everyone is not always receptive to change, change is necessary. This is what the board asked the superintendent to do, and she agrees we need to allow the superintendent to continue to do what was asked of him in the original contract.

Mr. Abrams shared with the board a copy of the extension of the superintendent's contract; and to clarify comments relative to the timing, he explained that state law requires that prior to contract renewal, the board must renew or advise the superintendent whether or not the contract will be renewed 90 days before the contract's expiration. The final date for this to happen is May 11th; and if the board does not, the superintendent gets an automatic one-year extension anyway. Mr. Abrams further explained that only the revisions to the contract are presented, as the complete contract includes the performance objectives. One provision in the contract extension addresses the superintendent's annuity, and he explained that there has been an issue regarding this in the past relative to the superintendent's ability to put funds into an annuity of his choice, there has been difficulty with the company handling annuities for the district; however, if this is an issue, it will be addressed. He said it could also possibly include a management fee if another company deals with it. Some of the additional revisions include various housekeeping matters, i.e. hearings, 2/3 vote for termination (which is required by state law), disability provision, renewal provision term of 6 months, etc. Other than these, the contract remains the same and it does not include any salary increases, or any of the other benefits.

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone until May 3rd at a special called meeting. Mrs. Crawley stated she understands this must be done by May 11th but believes it's a public perception issue. She said she appreciates the conditions of the contract, but she would like to begin the work on the budget. Mr. Hooks said he believes there are too many uncertainties at this time; and in calculating there are 12 AU schools; it appears there are more now than when the superintendent came, so he doesn't understand the report of improvement.

Ms. Trammel asked for a point of order, and Mr. Abrams explained that the current discussion is on the postponement. Mr. Riall stated there are three board members who were not on the board when the original contract was approved; and he would like to see the original contract also.

Vote on the substitute motion to postpone failed with Board member Riall, Crawley and Hooks supporting the motion and Board members Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Mr. Rachal asked the superintendent about the request for six months and if at that time the district is in the middle of a project, would the superintendent be amiable to an extension of a month or more? Dr. Dawkins responded that he would be open to that discussion.

Mr. Hooks moved, seconded by Mrs. Crawley, that the CPSB extends the superintendent's contract for a period of one calendar year. Mr. Hooks explained he believes there are many plans in a state of flux and there is a need for more time before making a decision. He further stated the board also voted in the Caddo Plan and he doesn't believe the results from this plan will be seen until the current year's test scores are received from the state. Mr. Hooks also stated that the board a month ago approved moving forward with the Vision 2020 plan and a budget has not been approved to go along with the plan. Also, Mr. Hooks reminded the board that the Vision 2020 plan has been submitted to BESE for approval and a response has not been received, nor have we heard from the Justice Department declaring the system unitary. He said in the budget process, it may become necessary to eliminate some positions; and the system's long-term employees have not received a pay increase in two years, not even a step increase. In the upcoming months, the board will go to the voters to approve a \$600 million bond issue; and at

this time, we are entering into the last contract under different conditions than the previous bond issue. Based on these reasons and other, Mr. Hooks asked the board to make a prudent decision.

Vote on the substitute motion to enter into a one-year contract extension failed with Board member Hooks supporting the motion and Board members Riall, Green, Burton, Crawley, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Ms. Trammel asked for clarification on why we are looking at a two-year versus a three-year extension. Dr. Dawkins explained that extensions are usually for one or two years. Ms. Trammel said because the board is working on a plan and it usually takes three years to set something in motion, she doesn't understand why we are not looking at three years. Mr. Abrams explained that the board and superintendent can always extend and modify the contract at anytime; however, the board is limited by state law as to the length of a contract during a particular board's term. If the board wishes to come back to extend the contract again, any board member can do so.

Mr. Hooks said that he was trying to comment on Mrs. Crawford's comment and pressed the wrong button; and his vote should have been a "no" vote, because things will change because the results of the test scores will change.

Vote on the original motion carried with Board members Riall, Crawley and Hooks opposed and Board members Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

UPDATE ON SUPERINTENDENT'S TARGET SCHOOLS

The superintendent shared Mrs. Turner's report on meetings with Dr. Amy Westbrook, RSD, and the administrative teams from the target schools. He said staff will be very disappointed if major gains are not seen in the scores because they are on track, monitoring has helped and support from Caddo's own staff along with the State's support staff has been very helpful.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford announced that she is on the Legislative Committee for the LSBA Board of Directors and attended a meeting in Baton Rouge on Monday to discuss all the pre-filed bills. She said a copy of these pre-filed bills along with LSBA's stance on each will be placed at board members' stations on Wednesday, April 20th. She said it is possible to continue to post bills until May 4th and LSBA will continue to send notifications about these pieces of legislation.

Mrs. Bell applauded the Caddo students who performed in Yazzy on Friday evening. She also announced that these students will perform again at the end of the summer.

Miss Green stated that the CFT presented the Missile Award and asked the superintendent for information on the incentive pay for employees in the AU schools.

Mrs. Crawley said this is the first year that the day letters went out regarding magnet assignments she did not get a lot of phone calls. Mrs. Crawley also asked that the information received on consultant fees be revised to include the date the board approved these expenditures.

Larry Ramsey asked that the policy revision for GBM be placed on the May agenda.

Mr. Riall commented on a meeting held at North Caddo on Monday evening and questions including where the students at Hosston will move to, along with the five programs in place at Hosston. He also was asked how the district will utilize fewer substitutes.

Mr. Hooks stated his agreement with Mrs. Bell's comments relative to the Yazzy Program and the outstanding job these students did. He also asked the superintendent to explain what will be done with the six graders? Dr. Dawkins explained staff is working to address these challenges.

Ms. Priest asked about the list of consultants and the possibility of identifying which ones are paid from grants and the grant name. President Priest reminded the board that the first budget

work session will be on Wednesday, April 20th, from 4-6 p.m. The second session will be held on Tuesday, April 26, and the public is invited to attend these work sessions.

Ms. Priest also announced that the CPSB will host the Parish Intergovernmental Committee meeting (City Council, Caddo Parish Commission and the Caddo Parish School Board) on Friday, April 29th, 11:30 a.m. at The Port. A tour of the Port is scheduled at 11:00 a.m. for those who are interested. Mr. Hooks announced he will be out of town on April 29th.

Adjournment. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:15 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

April 20, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Wednesday, April 20, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

President Priest announced that today's meeting is scheduled for 4-6 p.m. and is the first in a series of work sessions on the 2011-12 fiscal year budget. She encouraged people to tune in, listen and attend meetings during this process. Ms. Priest stated that on February 1, 2011, the CPSB received its comprehensive financial annual report covering all the finances for the year ending June 30, 2010. The district is required to have an annual audit by an outside auditor and Caddo's auditor is Allen, Green and Williamson. The comprehensive financial report includes the statement of assets, activities, governmental fund balance sheet, the governmental statement of revenue, expenditures, changes in fund balances, the General Fund ending fund balance, the capital assets and the long-term liabilities; and she announced that it was a clean audit. As the work session began, Ms. Priest said we are beginning anew as we go through the budget process for 2011-12. She also noted that board members received a copy to work with.

Superintendent Dawkins stated that staff appreciates the opportunity to share information as we move into the budget season. He said it is important to address comprehensively the issues facing the school district and this meeting is designed to address concerns expressed by the board, members of the community, and staff. He announced staff is prepared to schedule one hour work sessions with individual board members to review the financial statement since moving forward board members will receive this monthly. Dr. Dawkins also announced that tonight's meeting staff will present the elements of the budget so everyone has a common understanding of the issues; and at a second budget work session on April 26th; staff will bring recommendations to the board on how to address the issues shared at this meeting.

Jim Lee, director of finance, shared background information for the benefit of the board members not familiar with the budget process. He began by stating there are many internal and external factors that affect the General Fund budget, with one of the biggest areas being the MFP (Minimum Foundation Program). He explained that 2011-12 will be the third consecutive year that BESE has taken a no growth MFP formula to the Legislature for approval. This will mean that the base per pupil amount that is given to the districts will not go up even though there is to be a 2.75% increase in the base per pupil amount each year. For the last two years, the Legislature has approved the no growth formula, and it is reported they will approve it for the coming school year as well. Mr. Lee reminded the board that the retirement expense was discussed with the board last year and detailed discussions will be held on this again this year. He said that retirement cost to the General Fund alone last year was approximately \$12 million and the district's cost this year will possibly be approximately \$8 million, something that will definitely affect the budget. Also, health care costs continue to increase and reminded the board of discussions last year to change the plans and keep the increase down as much as possible; however, the district is ending its two-year contract with the providers, and an increase is anticipated for all policies, possibly up to \$6-\$7 million. Mr. Lee also addressed the many unfunded mandates, i.e. national certified stipends that the State Legislature gave to teachers but did not fund, remediation programs, as well as increases in the overall cost to operate the district (about \$1 million a day), i.e. fuel, utilities, etc. He also addressed questions relative to designated and undesignated fund balances, balances in capital projects funds and debt service funds and if any of these funds can be transferred into the General Fund, and CEEF funds.

At this time, board members asked staff questions relative to the information presented to this point.

Mr. Rachal asked what insurances are included in the \$6-\$7 million increase in insurance? Mr. Lee responded it includes insurances that affect the employer portions for the district, i.e. health and life; and there is a possibility that this will increase. Mr. Rachal clarified that this has nothing to do with liability insurance, et.al., and Mr. Lee said it only has to do with employees health insurance. Mr. Rachal also asked about the retirement costs; and Mr. Lee indicated this is

not something the staff was to present at this time, but he can provide the requested information on Tuesday night. Mr. Rachal asked about the percent comparison from last year? Mr. Lee explained that in 2009 the employer contribution was 15.5% and it went up this year to 20.2% and next year 23.8%.

Mrs. Bell asked for clarification on the unfunded mandates and how much did the state pay before for the certified counselor positions? Mr. Lee explained that it was approximately \$5,000 and the Caddo board approved to pay them approximately \$1,000; however, at this time the district will pay approximately \$6,000 because Caddo picked up the \$5,000 the state dropped. He clarified this is for teachers and counselors only, and social workers, speech pathologists only get the \$1,000. Mrs. Bell asked that staff provide the board with a list of other items that will increase in cost as a result of increase in fuel, etc. Mr. Lee stated that this would not affect the General Fund, but would affect the Child Nutrition Fund. Mrs. Bell also asked staff to clarify undesignated and designated funds. Mr. Lee shared an example of a fund the board set up years ago with \$5 million in the event there was a catastrophe at one or more schools that would be used to help rebuild that particular school.

Mr. Riall asked what caused the increase in retirement costs? Mr. Lee referenced the OPEB trust fund where the district is establishing a fund for the future health care cost for the employees. He also noted the two main retirement systems are the Teacher Retirement System of Louisiana and the Louisiana School Employees Retirement, with the largest group being the teachers.

Mrs. Crawley stated that when the district began Vision 2020, someone brought to her attention the \$1 million a day it takes to run the school system; and her awareness that several school systems have gone to 4-day weeks by adding an hour to the schedule. She believes if this saves \$1 million a day, it is something she would love to get on board with.

Mr. Lee also reported there have been many questions on what have we done to get ourselves into this financial situation. Additional items affecting the district's financial stability include less state funding, increases in retirement costs, as well as health care costs. Targeted schools have also seen an increase in expenditures.

Mrs. Armstrong asked if we will continue the added hour at the end of the school day? Dr. Dawkins responded that at this time it is still a part of the plan.

Mr. Ramsey asked staff to share with the board the details in the \$15 million. Mr. Lee reported that he will bring this information to the April 26th meeting.

Mrs. Bell asked if someone signs a contract for three years, and they have one year left on the contract, will they receive that money (remainder of their incentive), because she believes they should?

Mr. Hooks asked about the incentives and sponsors of extra curricular activities. Mr. Lee explained it is only for the targeted schools. Dr. Dawkins explained that this amount is included in the budget presented. Mr. Hooks also asked about those who signed contracts and left to go to another school? Dr. Dawkins explained that if they are no longer working there, but are at another school, they would not be eligible for the incentive. Mr. Hooks asked about a teacher under a contract, but staff moves them to another school. Dr. Dawkins explained there are other circumstances that could come into play, but if they are still at the AU school, their contract is still in place. Mr. Hooks said in talking about fairness, he doesn't believe it's fair when teachers come to a school for the incentive and they are transferred somewhere else.

Mr. Abrams explained that the only persons who signed contracts (with the AU schools) are the administrators and the contract is specific and states they can be moved by the school district; and if they are moved, they are not eligible for the incentive. He also stated that going into this, everyone is aware of where they are, so the fairness part is they agree to this when they came in.

Relative to national board certified teachers and counselors, President Priest asked that staff provide for the next meeting the breakdown of the number of counselors, number of teachers, and what schools they are in.

Mr. Rachal asked that staff provide the budgets for the past 3 years for comparisons and he also asked for numbers on the revenues we receive via millages. The superintendent announced that this information will be covered in the budget sessions. Mr. Rachal also noted that Senate Bill 6 is being proposed this session that would mandate all Louisiana school districts to continue to fund retirement for all teachers including those that leave the system and go to a charter school. Mr. Rachal encouraged board members to send the author of this legislation emails in opposition to this proposal.

Mrs. Crawley referenced contracts and the attorney's explanation that only administrators sign contracts, because the teachers did sign an agreement at a faculty meeting and were told to leave it there without getting a copy. Whether it is verbal or not, she knows they agreed to it as did the board. She also said she believes the \$11 million paid to consultants is the fourth largest issue that helped us get here on the budget and asked that it be added to the list.

Ms. Trammel asked about the incentive pay because after visiting several schools where the teachers receive this pay, there is a great deal of absenteeism; and she believes it should be in writing that those who receive this incentive money need to be at work. She asked if guidelines could be included in the agreement to address this matter?

Mrs. Bell clarified that her intent for bringing this up and to her it is the same whether it is a contract or an agreement. She also believes if someone signs up to go to a particular school and they no longer want to be there, then they should be removed from that school. Also, if the employee does not want to stay at that school for the length of the agreement, then the money (incentive) should not follow them. She said she agrees the contract or agreement should address absenteeism; and if it is not adhered to, administration has a right to move them.

Mr. Riall asked about the consultants and which ones are funded by grants, and if staff could define each consultant, which ones are funded by grants, etc. Dr. Dawkins responded that staff is presently working on responding to this request and it will be coming to the board.

Mr. Lee continued by explaining the difference between designated and undesignated fund balances, i.e. the undesignated fund balance is the amount we ended the current school year with (\$4.8 million) and it can be used at the board's discretion. It is not set aside for anything and is what is available above the expenditures in the budget. Reserve funds are *designated* for specific purposes and Caddo has several. Designated funds are put into place by the board at the recommendation of staff. Mr. Lee highlighted each of these funds: unemployment reserve and the workmen's compensation reserve, which are set up in the event of a large unemployment rate; and the insurance reserve fund (\$5 million) which are funds set aside in the event of a catastrophic event that may destroy any of the district's schools and/or buildings. The data processing reserve fund is in the event something happens to the data center, we can insure the schools and central office are not out for any length of time. The technology enhancement fund was set up in conjunction with the Qualified School Construction Bonds the district received in 2009. The future retiree health care obligation (OPEB) includes the hiring of an investment manager (approved by the board) to reserve this by moving from the reserve fund into a trust fund. Once it is in an irrevocable trust fund, it can be used to reduce this liability. A reserve fund was established for the Filipino teachers to address immigration expenditures. All these reserve funds total approximately \$33 million and \$4.8 million in undesignated for a total fund balance of almost \$38.5 million.

Ms. Priest stated her understanding that these designated funds cannot be used at the board's discretion for other things the board or the general public may want to do; and the district has not spent this \$34 million but has earmarked the \$34 million for these specific purposes. The undesignated funds are those that can be spent at the board's discretion, and Caddo's projected fund balance is \$38 million.

Mrs. Bell echoed Ms. Priest's comments and that the board has not spent this money and she appreciates getting this information.

Mr. Riall asked Mr. Lee if we are self-insured on workmen's compensation? Mr. Lee responded he will get this answer from risk management. At Mr. Riall's request, Mr. Lee restated that in 2009 Caddo received, as part of the stimulus package, approximately \$17 million for qualified school construction bonds to be used for specific purposes. The board accepted this, we received

it at zero interest, and we are paying it back over 15 years. Anticipating that during the 15 years, we would be able to pay that money back, the board allowed this money to be set aside to cover that debt in the event the General Fund had bad years.

Mr. Hooks asked the superintendent about the \$16 million that Joyce Bowman brought to our attention and if there is anyway we can add something to this and give the employees some type of supplement? Dr. Dawkins stated he believes it is necessary to see the whole picture and when this process is complete and there is a time where it is possible, he will make a recommendation; however, at this time, there are some things that need to be addressed before this is considered.

Mr. Rachal shared information with the board on State Senator Butch Gautreaux and asked staff for more details on the purpose of the data processing reserve fund? Mr. Lee was not sure exactly when this fund was implemented, but he assured Mr. Rachal that he would have the report at the Tuesday budget work session. The data center at Central Office controls everything from the General Ledger, payroll, student information systems for all the computers at all the schools. If there should be a fire, or some other catastrophe, Mr. Lee said it is set aside to rebuild the data center if the need arrives. Mr. Rachal asked if this is something we continue to contribute to and Mr. Lee responded it is not other than any interest that may be earned. Mr. Rachal asked if the district did not recently receive some additional revenue that could be used to help upgrade the Caddo systems? Mr. Lee explained it is the Qualified School Construction Bonds. Mr. Rachal asked if it is necessary to continue to carry this fund; if so, do we need to carry this amount in the fund, have we ever had to use it? Mr. Lee compared it to an insurance policy that you may never touch, but in the event we need it, it is available to help in a financial crisis. Mr. Rachal asked if it is possible to justify the number presented. Dr. Dawkins responded that staff continues to look at the numbers and possibly dropping the expenditure is a great suggestion. Mr. Lee said he will look at this over the weekend and will provide an answer.

Mr. Rachal also asked about the same scenario with the unemployment fund. Mr. Lee responded that staff will get with the superintendent to fine tune the amounts in the reserve funds to determine what is actually an adequate balance in these reserve funds. Mr. Rachal also asked the board attorney when he believes Caddo will be in the clear of the Filipino reserve fund? Mr. Abrams said he believes it may be this year and the Department of Labor is aware of this fund, but we have not received any response to date. Mr. Rachal asked if the superintendent will advise that the district continue to maintain this. Dr. Dawkins responded that staff will continue to monitor and his recommendation will be to continue with this because there are some unknowns.

Mrs. Crawley asked if the insurance reserve and the data center reserve are a double reserve, because if something happened to the data center, couldn't the insurance fund be used? Mr. Lee responded staff is looking at all these funds very closely.

Mr. Riall asked Mr. Lee about the proposed \$20 million deficit and if this will be based on the undesignated fund balance? Mr. Lee responded that is correct. Mr. Riall asked about those funds that may be moved from the designated funds into the undesignated fund balance and will they counteract? Mr. Lee said that is correct. Mr. Riall noted the importance placed on the undesignated fund balance, i.e. bond ratings, etc.

Mr. Hooks asked if any of the technology reserve funds are being spent to improve the program at the Caddo Middle Career and Technology Center? Mr. Lee responded this money is not; however, the loan Caddo received affected every school, so a portion did go to the CMCTC.

Mr. Ramsey asked for clarification that staff is scrubbing every area possible and will bring to the board those things that can and will be eliminated and if this information will be available at the next meeting? Dr. Dawkins responded that staff will have an incomplete list of those items being considered with a cost attached to it. Mr. Ramsey said that is what he is looking to see. Dr. Dawkins further explained that the intent for this work session was to give everyone a common background on where the district is because numerous questions have come from the board members relative to the information presented tonight.

Relative to the capital projects fund, Mr. Lee explained that Caddo presently has three different capital project funds. The first fund is for parishwide projects and is funded by property tax millages that generate approximately \$16 million each year for capital projects, improvements at

the schools and based on propositions approved by the voters for construction, renovation, repair and maintenance of facilities. He explained that Caddo received in 2009 \$17 million in Qualified School Construction Bonds; and based on what the government requires, these can be used for improvements to the facilities and infrastructure only. The construction funds are those funds left over from the air conditioning bonds and can be used only to replace the old window air conditioning units or for lighting retrofit. He said the balance in these areas totals approximately \$23 million.

Mrs. Bell thanked staff for explaining this to the board so the board is aware what is available to use and what is not.

Mr. Riall asked Mr. Lee about the Qualified School Construction fund (\$17 million) and the Technology Enhancement Fund (\$16,700,000) set aside to pay for it and if we have spent this amount? Mr. Lee responded we have spent approximately \$14 million earmarked, but construction has not happened at this time. Mr. Riall asked if we have begun to repay these funds? Mr. Lee said yes, and this year the \$1.1 million will be paid from capital projects.

Miss Green asked staff how the money received in 2009 for capital projects and infrastructure, was broken down and prioritized? Mr. Lee responded that most of the funds are used for infrastructure, wiring for electrical and technology for all schools.

Mr. Rachal asked about the \$14 million and if we are preparing for the future and not hard wiring all these buildings? Steve White explained that the QSCB projects are being wired to support both a wireless and hard wired configuration in the classrooms – wireless to support 35 computers (33 for students, 1 for the teacher and 1 for teaching), and hard wire for the teacher location, the teaching device and one outlet that can distribute to the 33 additional computers. Mr. White said that all the common areas also will be supported with wireless. Mr. Rachal asked if it has been determined where these funds will actually be distributed? Mr. White said that bids will be let next month in order to implement over the summer in the remaining high schools, middle schools and elementary schools.

Mrs. Crawley asked if we are going to do anything at the middle schools scheduled to close? Mr. White said if a middle school is scheduled to close with the implementation of the Vision 2020 plan, then it was excluded from this. He also stated that he does not recommend removing what is in place at middle schools that will be closed next year (i.e. Bethune), because in the event a bond issue is passed, space may be needed when moving students out of schools for renovations. Mrs. Crawley asked that time be allowed for cleaning up projects at the end of construction and before students begin arriving for the start of school. She also asked about the \$16,750,000 set aside to pay back for the technology and she doesn't understand why it was taken out of General Fund and not this fund. Mr. Lee explained that it was taken out of General Fund, but the QSCB funds were transferred back into the General Fund. Mr. White also stated that the board approved a line item in the capital projects fund for the QSCB funds.

Miss Green asked Mr. Lee about the assessment that is made on transferring capital projects funds? Mr. Lee responded that technology and capital projects go to the schools and assess what each has. Mr. White explained that this is a continuation of QSCB 3 which included all the high schools that were not in the targeted schools group, and then completed the middle schools and the elementary schools. At this time, there may not be enough to complete all the elementary schools, but seeking additional QSCB funds in the future might be a possibility. Dr. Dawkins reminded the board that in addition to these assessments, staff prioritizes as well the other projects based on health and safety issues.

Mr. Hooks asked Mr. White if there are plans to renovate Fair Park? Mr. White responded there are and it is included in Vision 2020 Phase III if a bond issue is approved. Mr. Hooks stated that he would like to get with Mr. White regarding this since Fair Park is on the National Historic Register. Dr. Dawkins assured Mr. Hooks that if we get to that phase of the plan there will be meetings with the communities on how to address needs.

Ms. Priest asked about the debt service fund and Mr. Lee explained that this fund is used only to repay outstanding General Obligation Bonds. Mr. Lee said there is approximately \$110 million outstanding in General Obligation bonds; and it is similar to capital projects and is established by a property tax approved every year when the board approves the millage. As the district repays

the debt and it does not incur any additional debt, the district will eventually reduce this. Mr. Rachal asked for an updated list on what millages we have and the dates they are scheduled for renewals.

Mr. Riall asked Mr. Lee about the total millage, and he responded it is approximately 78 mils.

Mr. Lee shared with the board that the CEEF (Caddo Educational Excellence Fund) is monies (fees) from the two riverboats in Caddo Parish that are deposited in a permanent trust fund. The current law states that we cannot touch the principle, but each year we draw the interest and distribute it to the schools for instructional enhancements. He explained that a committee meets and recommends how these funds should be distributed to the schools.

Mrs. Bell announced to everyone that Joyce Bowman has advised that she is on top of this issue to hopefully get it changed, working with the attorney to address how this fund is set up.

Mr. Rachal stated for the record that if we do get any of this money, he will only support it for one-time expenditures and not recurring expenses.

Mr. Riall asked how long has Caddo been receiving this money? Mr. Lee replied since 1997. Mr. Riall asked how much does Caddo receive each year, and Mr. Lee explained that this amount varies and is based on the current interest rate. He said last year's and this year's total is \$55,000; however, in past years the district has received one-half a million dollars. Mr. Riall asked if these two casinos pull out, what happens to the money? Mr. Lee said the money belongs to the district and is there for as long as it will last.

Mrs. Armstrong asked if she understands correctly that someone is pursuing the possibility of getting the funds in the permanent trust? Mrs. Bell explained that Joyce Bowman told her she worked to get this money for the school system to help in education; and she doesn't understand why, if there is a need, the district cannot have access to some of the money to help during this financial crisis. Ms. Priest asked the superintendent, finance and the board's attorney to take the lead in this matter, investigate it, talk to the right people, and bring back recommendations to the board. Mrs. Armstrong asked if she understands the stipulations will remain the same and it will be used only for program enhancement at the school level? Mr. Lee said it would take a change in the law and would be dependent upon the wording of the modifications. Dr. Dawkins stated that Mr. Abrams has engaged in conversation with Mrs. Bowman and others on this matter.

Ms. Trammel asked if this fund ever matures? Mr. Lee said no but the district can only use the interest on the amount deposited. She asked if she understands it will be necessary to know the legalities before any decision can be made? Mr. Lee said it's an attempt to change the laws and Dr. Dawkins added that is why it is critical that Mr. Abrams is involved.

Mrs. Crawley asked if this money is invested so we get the largest amount of interest? Mr. Lee said the highest interest rate possible was secured; and it must be structured in a way that we can draw all the interest every January. He added we don't want to tie it up in a rate for two or three years; because as interest rates change, you do not want to be locked into something. Mrs. Crawley asked did we not in essence tie it up for two years because nothing was done with the interest last year since it was so low? Mr. Lee said by law we still had to draw the interest and move it into the operating fund, but a distribution was not made because it was so little.

Mr. Hooks stated that this information has been helpful and he now understands how this fund can and can not be used.

Mrs. Crawford asked if she understands the smaller schools are getting more per pupil than the larger schools? Mr. Lee said it is not based on a per student, but it is based on the number of students enrolled. Ms. Priest announced that she attended the committee meeting and that the decision on the recommendation was unanimous. Mr. Riall explained that the recommendation was any school with enrollment up to 600 students will get \$750, schools with 600-1200 students will receive \$850 and schools over 1200 will receive \$950.

Ms. Trammel asked for clarification on the board's action regarding the CEEF funds at the board meeting on April 19th? Ms. Priest explained that the board postponed action on this item.

Dr. Dawkins announced that he received some good news over the past couple of weeks and this will be noted in the presentation on the proposed budget. Mr. Lee shared with the board the last three years actual results and the current budget as it stands last year and the proposed budget for the 2011-12 school year reflecting a deficit of approximately \$14 million as opposed to the original \$20 million deficit. He explained that this difference is due to some change in revenues that were not expected, and it will come to the board in the form of a formal budget revision. He explained that this budget does not yet reflect all the requests made for next year. Mr. Lee further explained how staff arrives at a projected budget by looking at those items they know will change, i.e. increase in retirement, increase in health care, changes in MFP, etc.

Mr. Ramsey asked if these are recurring revenues or one-time windfall? Mr. Lee said yes and no. Mr. Ramsey asked staff to continue to maintain the conservative approach in the property taxes. In going through the budget sessions, Mr. Ramsey asked staff to structure a two or three year reduction plan; because despite the numbers, it appears the current expenses far exceed the recurring revenues and the shortfall is still far greater than the projected \$14 million; and, if we don't address this difference, the district will continue to have these problems. Dr. Dawkins restated that his opening comment was that this was only a bit of good news, and there is a monumental task ahead and staff will bring to the board recommendations in areas that staff is looking at. Mr. Lee stated that in years past the district had the luxury of assuming it would receive a decent increase in state funding; but noted the reduction in the last few years in this amount. He also shared with the board the sources of revenue as follows: local (property and sales taxes), state (MFP and some others), and federal (miscellaneous grants, ROTC salaries, etc.).

Mr. Ramsey asked if staff looked at the total revenues, total expenditures and the total of \$35 million; because while it may be possible to pull some of the reserves, the board should be wise in what it does because there is not a lot of slack to pull from in the funds he has looked at.

Mr. Rachal referenced the long-range planning and Vision 2020 and the savings in Phase I of the plan. Mr. Lee responded that the first phase (first year) after adjustments is approximately \$5.2 million. Mr. Rachal asked if this amount is primarily in facilities, and Mr. Lee responded that it is in facilities, staffing, everything. Mr. Lee also explained that the savings numbers are not included in the first year's numbers. Mr. Rachal asked if it is believed the state will continue to ask the district to fund unfunded mandates? Mr. Rachal said it appears the community continues to contribute more and more while the state continues to ask and give districts unfunded mandates, but is giving less and less. From 2007-08 to 11-12, he said the percentage from the local sources has increased by 10%.

Mr. Hooks asked Mr. Lee how much will we spend in the 2011-12 school year on the buildings being closed as well as those that are already closed, i.e. insurance, etc. Mr. Lee explained that the \$5 million savings he presented is for the schools scheduled to go off line.

Ms. Priest reminded the board that tonight's meeting allowed for the board to receive the framework for the process for the 2011-12 budget year, and financial statements were provided for board members to review prior to the next scheduled budget work session on Tuesday, April 26th. She also said the process the administration and the board are following will allow the board to no longer sit idly by and allow others to develop the district's message. She said this budget process is a new step for defining the district's message; and while we will not be able to squash all the misinformation, the board and district will take its message to organizations, groups, rotary clubs, etc. and eliminate a lot of the bad information that gets out in the community.

There being no additional discussion, the meeting adjourned at approximately 6:05 p.m.

April 26, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Tuesday, April 26, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

President Priest announced that today continues discussions on the proposed budget for the 2011-12 school year. She shared with everyone that the board members who recently attended the National School Boards Association Annual Conference will give a full report at the May 3rd work session. She reported that the General Session speaker talked about what is happening in public education and that based on research and statistics that the NSBA has conducted, 78% of districts across the country have had to tighten their belts and cut their budgets. Ms. Priest reminded everyone that this is the exercise Caddo is now going through, but it is reality that must be faced.

Superintendent Dawkins stated that staff will today go through the second part of the proposed budget and share with everyone those areas that will be addressed through the budget process. He said the list shared tonight is not a complete list, but it is one that will continue to evolve. He said staff will present information and receive the board's input along with the input from the Superintendent's Advisory Group. He also encouraged board members to call staff with any questions they may have. Dr. Dawkins also stated that he will be asking the president to schedule additional budget work sessions to address the issues in the budget before staff finalizes a budget recommendation for the board's consideration. The superintendent reminded everyone that it is staff's goal to present to the board a balanced budget as well as a reasonable fund balance and to ensure the long-term fiscal health of the school district through the budget process and through the fund balance restoration plan.

Mr. Lee began the presentation by reminding everyone where the last work session ended with discussion on the budget projection for next year of approximately \$14 million deficit. He shared responses to board members' questions from the first budget work session, i.e. breakdown of the eight millages Caddo currently has, and when each expires; because at that time, the board would need to decide whether or not it wishes to go to the voters to renew them. Mrs. Bell asked that she be scheduled for a one-on-one meeting on this topic so she can better understand it.

Mr. Rachal noted that 17.34 and 6.95 mils (24+ mils) will go to the voters next year and this is over 1/3 of the total millage. He asked Jim Lee to explain how much 1 mil generates for the district? Mr. Lee said he will call or have this information by the next meeting. Mr. Rachal said that he would like to see a breakdown of the mils. Mr. Lee explained that when staff provides the board with a full budget package each year, it will include a very detailed breakdown of all the revenue lines and millages. Mr. Rachal stated that the three years he wishes to have copies of and to discuss has details. Mr. Lee indicated he will have this information available by the next meeting.

Mr. Lee noted that several board members have asked many questions regarding the unfunded mandates and shared with the board a list of the top seven or eight that Caddo receives little or no funding on anymore, i.e. National Certified Teachers and Counselors (including benefits), remediation, health care costs, retirement system increases, leaves. Ms. Priest asked Mr. Lee how easy is it to go on sabbatical leave, and what is the criteria? She stated that she assumed sabbatical leaves were for pursuing study. Mrs. Holliday responded that sabbatical leave is a state law and is provided for those who hold a teaching certificate. These employees must serve at least three years (six consecutive semesters) to be eligible for one semester sabbatical leave. She said that sabbatical leave can be taken for study or for medical reasons, with employees receiving 65% of their salary while on a sabbatical leave. If an employee has 12 consecutive semesters, they can take up to a year. Mrs. Holliday further explained that employees on sabbatical are required to return and work for the length of time on the sabbatical to fulfill the requirements of the sabbatical, and then an employee can become eligible for another sabbatical upon working the six or 12 consecutive semesters. Ms. Priest asked about the cost of health care and the law that says Caddo is responsible for the health care for persons that come to work in

Caddo upon leaving another district no matter how long they may work for Caddo before retiring. Mr. Lee responded that there have been issues relative to those who have come late in their career to Caddo, they retire and they stay on Caddo's plan. Mr. Lee explained that we have to offer the insurance benefits for those that retire from Caddo, but some districts that have set up a vesting schedule and in order to get the 75% that Caddo pays, you would need to have worked for Caddo "x" number of years. Ms. Priest asked why does Caddo not have such a schedule? Mr. Lee responded that one draw might have been the concern that it would be detrimental to recruiting. Randy Watson shared from an insurance perspective that anything that will reduce costs we would be supportive of; however, until recently, Caddo has had a difficult time in recruiting highly qualified teachers. Since we do have to offer insurance, some districts have stepped out and said they will charge a higher employee portion of the premium. Mr. Watson added that health care reform is on the horizon and any changes made to our premiums and benefits will jeopardize Caddo's grandfather status, thus it would be very treacherous in his opinion to step out at this time and make any changes to Caddo's plan. Ms. Priest stated she understands the health care costs and the competitiveness for teachers; however, when talking about finances and the projected increase, these are things to talk about. Mr. Watson said that statistics have shown, there is only a small percentage of people that came to work for Caddo and worked less than five years in Caddo; and many of those retired because of health reasons. He also stated that the only abuse Caddo has seen was during the aftermath of Katrina. Dr. Dawkins stated that it is something that can be looked at in moving forward.

Mrs. Bell asked if there is a policy whereby a teacher can begin teaching at the start of school, work a month, take a leave for a month, come back with continued doctor's statements; however, this teacher is being seen working in the yard. In trying to save money, it is not right for this to be abused when a principal cannot hire a full time teacher to replace such a person. Dr. Robinson explained that there is policy that governs extended sick leave; and once an employee has used all their current and accumulated sick leave, they can go to extended sick leave. Employees earn 90 days of extended sick leave every six years and at the end of the six years, the 90 days is renewed or placed back in the bank. Doctor notes are required after five days of absence and a doctor's note is respected as such. Dr. Robinson stated that staff has heard stories of possible abuse; however, the security department does not investigate this type of thing and the staff respects the doctor's notes and allow the employee to utilize the time that is verified by the physician as ill. Mrs. Bell stated she understands we respect the doctor's notes; however when will this stop. She also asked if the doctor's note is the only thing staff uses. Dr. Robinson said the doctor's note is all that is required by policy. Mrs. Bell said as soon as the budget process is complete, she will be looking at this policy. Dr. Robinson said there are more cases where the extended leave is a benefit employee because there are employees that are honestly ill. Mrs. Bell asked if a person can take a sabbatical leave and teach in another parish? Dr. Robinson said they cannot. Mrs. Bell stated that she is aware of a case where a teacher has taken a sabbatical leave and is teaching in another parish full time. Dr. Robinson explained that someone can take a leave without pay, but not a sabbatical leave. Mrs. Bell asked about someone taking a year's leave from Caddo and stating that they are coming back to Caddo and will teach full-time at another parish. Mrs. Bell stated she does not understand why we would hold a place (not fill with a permanent teacher) for someone that is teaching in another parish. Dr. Robinson responded that we are doing that. Mrs. Bell said she believes we need to look at this policy also. Dr. Robinson clarified that human resources always recommends that a person resign, but it is the employee's choice. Mrs. Bell said she does not believe this is fair. Dr. Dawkins added that on the sick leave and sabbatical leaves, there are certain restrictions, and staff will be reviewing these in the policy review.

Mr. Abrams explained that leave without pay is approved by the board, so the board is the gatekeeper to this through the personnel transactions reports. He also stated that when the board is dealing with extended sick leave, it is provided for and our policy tracks identical the state statute, and there is no discretion. He further added that Caddo is following the state statute and what is required; but a couple of years ago, the state went in and made the extended sick leave go across a lot of those that were not covered before. It was also then the district saw increases in extended sick leave usage. He explained that the statute is what says what you rely on and that is why Caddo's policy also says that. Mr. Abrams explained to the board that they cannot second guess that. Mrs. Bell asked about lists the board receives on these matters, but she doesn't understand why the board members do not get this information. Mr. Abrams said he will look closer at this, make a decision and bring it to the board, but the superintendent makes a presentation to the board, through the personnel transaction reports, with a recommendation to

approve or not approve. Mrs. Bell said this is money and these are things that need addressed in the budget.

Mr. Rachal asked if staff could clarify the unfunded mandates for the health care cost? Mr. Lee explained that this is the unfunded retirement mandates. Mr. Rachal also inquired about the \$40 million unfunded mandates in insurance costs. Mr. Lee said this is being called this because we have to provide insurance. Mr. Rachal stated to him this is a short list. Mr. Lee said he has looked at area school systems and these appear to be those that affect Caddo the most. Mr. Rachal inquired if there are others besides extended sick leave and sabbatical leaves that staff is looking at? Mr. Lee said the only additional one might be the catastrophic leave, which is something the board did in addition to the extended sick leave and it allows a certified employee to take 30 days extended sick leave at 50% their daily rate of pay. Mr. Rachal noted the cost to Caddo for charter schools and can't this be classified as an unfunded mandate? Mr. Rachal asked for a total cost to the district for the two charter schools.

Mrs. Crawford referenced conversations when in south Louisiana regarding not granting sabbatical leaves, so if it is an unfunded mandate, does Caddo have that option? Mr. Lee stated he believes this requires a change in the Legislation; however Reggie Abrams referenced the policy and that he will research and provide an answer. Mr. Lee stated Caddo typically has approximately 15 sabbaticals a semester. Mrs. Crawford noted that the cost for these comes to approximately \$70 million; and in addressing the requests for leaves, she doesn't believe it's worth cutting if it is not substantial, i.e. \$600,000 for the \$200 M&S. Mr. Lee said if you took 10 people on sabbatical for one year, it would mean about \$650,000; for 15 people on sabbatical, the cost would be approximately \$1 million. Mrs. Crawford asked if a teacher is on leave without pay, does Caddo pay their retirement? Mr. Lee said we do not.

Mrs. Armstrong asked if a person is required to get a certain number of college hours as well as present the results of the sabbatical study leave? She believes there should be something in place, if it is not already, to address failing these courses. Mrs. Holliday stated that nine hours are required for under graduate study and six hours are required for graduate study. Mr. Lee said they not only have to pay back the 65% salary they earned while on leave, but also the benefits Caddo paid for them. Mrs. Armstrong asked if the 35% they do not earn while on leave goes toward the substitute used during their absence, and Mrs. Holliday said that is correct. Mrs. Holliday explained that the principal is able to replace the teacher with a certified teacher, not necessarily a substitute, and pay them full teacher pay.

Mr. Hooks shared that when he had teachers abuse leaves, he would always help them by showing them they were wrong or the street. He said this was going on long before Superintendent Dawkins came to Caddo.

Miss Green asked if someone is on sabbatical, does she understand that the position is not filled with a substitute, but a substitute teacher? Mrs. Holliday said if one is available, they can be hired. Miss Green asked who fills positions on extended sick leave? Mr. Lee stated that is filled with a substitute. Miss Green asked about substitute pay before the 10 days? Mr. White responded that substitute pay is \$55 a day for diploma, \$60 for a two-year associate degree, and \$75 a day for a bachelor's degree. After 10 days, it is classified as long term and long-term subs with a bachelor's degree are paid \$100 a day, and without a bachelor's degree is \$90 a day.

Ms. Trammel asked if staff has an answer to the question from the first budget meeting regarding Caddo being self-insured? Mr. Lee stated he is still working on getting this answer. Ms. Trammel asked how is money collected from employees who take sabbatical leaves and do not return to work? Mr. Lee responded that since it is typically a lot of money, especially if the leave was for a year, a payment plan can be set up for the employee to repay the money over the same length of time as the leave. Ms. Trammel asked if this is done by deducting it from the employee's paycheck? Mr. Lee said we can deduct from their paycheck. Ms. Trammel asked if this process works, and Mr. Lee said it does.

Mr. Lee highlighted the cost of the superintendent's targeted schools for the three-year period (2009-10, 2010-11, 2011-12). He explained that the total amount is \$15 million and highlighted the breakdown by year.

Mrs. Bell asked staff if in starting a new school year, and some of the employees may leave the targeted schools, and we will hire new employees in their place, will these employees get the incentive for the one year? Dr. Dawkins stated that there is a three-year agreement with the targeted schools and the individuals working there will get the incentives. If someone comes in, they will fall under the one year. Mr. Lee noted that the amount shown is for three years and after the 2011-12 school year, the board will decide if the programs are continued.

Mrs. Crawley asked about the incentives and that the agreement was a certain amount for coming to the AU school and a certain amount for achievement. She asked staff if the amount reported is the actual amount paid out or is it the projected amount if there is total achievement? Mr. Lee responded that last year it is actual; however, this year is not complete yet, and next year is an estimate. Mrs. Crawley asked that the board members receive this information so they can see how we are achieving this and the actual breakdown of where the dollars went and determine if it is working. Dr. Dawkins responded that Mrs. Turner has the information and can share it with the board.

Mr. Rachal asked if he understands we are looking at three-year numbers and dealing with next year's budget? Mr. Lee said that is correct. Mr. Rachal asked staff to break this out for next year. Mr. Lee said that is in the information staff will share with the board.

Mr. Hooks said the key word is achieving and for the teachers receiving incentive pay at the AU schools, should they be paid if they have not shown achievement for two years? Mr. Lee explained that the way it was set up we would pay the base amount, which is the largest portion, and if they reach their goals, there is an extra amount that is set aside for those.

Mrs. Bell asked about the RSD monitoring cost of \$350,000 for three years? Dr. Dawkins confirmed that this is for three years and it is for the monitoring team and part of the MOU that the board agreed to. Mrs. Bell asked if this can be broken down? Mr. Lee reminded the board that when the MOUs for each school were approved, there were two different monitoring items that were built into the MOUs totaling approximately \$46,000 a school each year. He explained that it has actually been more than the \$350,000, but we have been reimbursed money from the first year, which reduced the cost. Mrs. Bell asked how long will Caddo be under these MOUs? The superintendent responded that as long as Caddo has schools not achieving the state-accepted score.

Mrs. Crawford asked if there is anyway the program cost amount can be reduced? Mr. Lee said it is all based on three-year contracts, and costs for materials, supplies, and the cost the vendor charges Caddo for using the programs, i.e. New Tech High School. Mrs. Crawford asked how much is coming out of the budget? Mr. Lee said it is roughly \$1.5 million for the three years for the RSD monitoring and program costs, and about \$500,000 is budgeted for next year with approximately \$4.8 million for the incentives.

Mr. Riall asked Mr. Lee how many students are enrolled in the two charter schools? Mr. Lee said there are approximately 600. Mr. Riall asked if these schools can be operated in the black if we had those back? Mr. Lee responded probably not Linear because they have only 200 students. Mr. Riall asked about the timeline for the other MOUs? Mr. Lee said next year is the third year and the contracts were for three years.

Relative to the General Fund budget summary, Mr. Lee indicated this was the last thing the board saw at the last meeting; and he shared the three year actual figures and the proposed budget for this year, as well as next year's projection. Mr. Lee also stated that he would be bringing to the board a revised budget recommendation for consideration during the month of May. Dr. Dawkins reminded the board that the \$14 million deficit seen is what we must come up with in order to have a balanced budget and it does not include a fund balance which the district needs to have as well. Mr. Lee reiterated that what we are attempting to do is not only balance the budget, but to also rebuild our fund balance. Mr. Lee highlighted the breakdown of anticipated expenditures and reminded the board that instruction is the largest area and we are required by law to have at least 70% of the district's expenditures in the instruction area. He said the large items in this area included instructional services bringing the percentage of the budget for instruction to approximately 78%, which is well above the target amount expected by the state. He also pointed out that an approximate amount for Central Office can be seen in the figure reflected in General Administration (\$5.2 million) This includes the board, the

superintendent's area, the Chief Academic Officer and Chief Operations Officer areas. Additional expenditures were seen in the Finance area and Central Services (\$5.9 million) which includes HR, Information Technology, Insurance, etc. All together these areas reflect approximately \$15 million out of a \$400 million budget, so Central Office is not the largest portion in expenditures, but it is aligned where it needs to be.

Mr. Riall asked staff to further explain the increase by approximately \$50 million in the instructional services expenditures over a 5-year span and what was the student enrollment in 2007? Mr. Lee said it has not changed a lot. Mr. Riall asked why would we spend \$50 million for the same number of students? Mr. Lee responded step increases, incentives for the target schools, and noted in the budget from last year the possible increase in staffing, etc.

Mr. Rachal asked if the \$50 million includes benefits, health care, etc.? Mr. Lee said that is correct as well as the increase in the retirement. In 2008-09, where a substantial increase is reflected in "Revenues", with most coming from the MFP, Mr. Rachal asked about the substantial change in the revenues, and noted the \$23 million in 2008-09, asking what was put in this? Mr. Lee explained that because it was such a great year, the board authorized placing this money in reserve, i.e. technology account to repay the QSCB loans. Mr. Rachal also reiterated what the superintendent said and the board is not looking at just \$14.5 million, but a lot more.

Mrs. Crawford asked staff when will the board see an adjusted budget showing the savings as a result of the Vision 2020 and facilities study, as well as the proposed cuts? Dr. Dawkins explained that some of this information is coming to the board later in the meeting; and while the board will not get the complete budget, as staff has not completed it, staff will be sharing with the board members where this process is.

Mr. Ramsey recommended that the line above the balance beginning of the year (excess/deficiencies of expenditures over revenue), Mr. Ramsey referenced conversations about the great ending balances in the district's contingencies, but the fact is we have always been able to find more money than we have coming in. He said the prediction is we will spend \$34.6 million more than we have coming in, and these expenses are recurring. He believes the deficiency is \$35 million to get even, not \$14.4, and he questions if \$35 million is enough.

Mr. Hooks asked if the expenditures are board approved? Mr. Lee responded everything is approved by the budget and any changes once the budget is approved must come to the board for approval. Mr. Hooks asked why does he hear board members ask why and when if the board approved these?

Mr. Lee highlighted the current school year budget summary and noted the \$4,400,000 that the district started the year with and how we finished the year, which is a projection at this time since we have not completed the current fiscal year. He said that he believes staff has been very close in their projection at this time. Mr. Lee also shared a list of items that staff has brought to the board for approval or that board members brought to the table and approved which altered the ending balance. Also affecting the ending balance are some increases in revenue in ad valorem taxes and the adjustment made as a result. Another adjustment was in the additional MFP as a result of the October 1 count and the Edujobs funds. Mr. Lee further explained that Caddo received the Edujobs award of approximately \$4.1 million and that there was also a direct reduction of our MFP for \$4.1 million. Over spring break, the state notified the district of a supplemental Edujobs award of approximately \$4.9 million of which \$2.5 million would be reduced in the MFP funds. However, Caddo did receive additional one-time fund of \$2.4 million which is new money. He also referred to the \$12 million amount for 2010-11 and the projected beginning balance of \$20 million, and stated that this is where expenditures are reviewed and predict what the next year will start off with. Most of the change from \$12 to \$20 million is as a result of the revisions presented and the additional revenue.

Mr. Rachal asked if he understands Caddo had a \$4.1 million amount and a \$4.9 million amount in Edujobs funds? Mr. Lee said that is correct. Mr. Rachal asked if the State Department received this \$9 million? Mr. Lee explained that it went from the Federal Government through the State and the state allocated it. Mr. Rachal asked if the State was mandated on how the funds were to be used? Mr. Lee explained that there were guidelines for use as salary and benefits. Mr. Rachal asked if he understands correctly that \$9 million should have been allocated to Caddo Parish and we received \$2.4 million in new money. He asked where did the rest of the funds go?

Mr. Lee responded that the State reported a maintenance of effort issue and they had to shift money from MFP to higher education so they could meet the criteria for Federal funding in higher education. They reduced the MFP funding and then said they would give us the Edujobs funding which in essence replaced what they took from MFP. Mr. Rachal asked if the expenditures added total approximately \$1 million over what was originally approved? Mr. Lee said that is correct and that staff will be asking the board to approve two additional items, i.e. monitoring and program cost for the target schools, and some additional expenses for high school graduation at the convention center. Mr. Rachal asked if the \$650,000 will go to the State also? Mr. Lee responded a portion will and part of it is program cost, i.e. New Tech High, Paideia, and part of it goes to the RSD. Mr. Rachal asked how much goes to the State? Mr. Lee responded about a third of it.

Mrs. Crawford shared that when she went to Washington, D.C., she reviewed Edujobs language and it indicated you could not supplant state funds, and asked is this not what they are doing? Mrs. Crawford encouraged board members to email Vitter, Fleming, and Landrieu regarding this matter. Mr. Lee reminded the board that staff attended a joint session in Baton Rouge to dialogue on this matter and the explanation given was that if they did not shift the funds, we would not qualify for any of the funds. Ms. Priest reiterated that there was a group of staff and board members that attended to hopefully get a portion of the \$147 million.

Dr. Dawkins stated that the final area covers the general fund budget and budgetary considerations and items staff is looking at with dollar amounts in an effort to begin shaping the General Fund budget. He announced that this work is ongoing and staff will be asking for additional budget work sessions. Included in the information being presented are those items staff is continuing to check on legal aspects or any other restrictions that might apply.

Mr. Lee stated that Phase I of the Vision 2020 plan and consolidation of schools are predicted to provide savings of approximately \$7-7.5 million. Additional areas for possible savings include increasing the staffing formula by two at the high school level and by one at the middle school level, reducing the number of retirees returning to work by 75, cutting transportation to magnet schools, postponing the purchase of school buses and staff cars, reducing Central Office out-of-parish travel by 50%, reducing Central Office by 25 positions, and restructuring the purchasing and warehouse departments. Other considerations include restructuring the staffing at Building 6, more job embedded professional development, variations of school calendar models, additional staff reductions, and elimination of ineffective programs. Dr. Dawkins commented that the job embedded professional development was discussed with the employee organizations and ways in which the after school professional development could be eliminated, utilize the staff and eliminate some of the expenses associated with professional development. Dr. Dawkins commented that information has been received and staff is reviewing various school calendar models and ways the year can be structured. He said staff is currently looking at those things that are not working and will eliminate those that are not giving return on the investment. The superintendent also announced that additional meetings will be scheduled with principals, teachers, etc. to get additional information and suggestions. He also encouraged anyone with additional ideas to present them so staff can explore them.

Jim Lee said that while it is hoped the staffing numbers can be addressed through attrition, he knows it may not be possible on the support side and the implementation of the RIF policy could be possible. Dr. Dawkins reiterated that staff is trying to do everything possible by policy to avoid this situation; however, it may be necessary to bring such a recommendation to the board and this could be soon because of notification requirements associated with implementing this board policy. Mr. Rachal asked about the first three line items with the long-term planning in Vision 2020 and if the number reflected under the support side is what may not be able to handle through attrition. Mr. Lee said that is correct. Mr. Rachal asked if he understands correctly that the \$7.5 million of the \$19.9 million will be addressed through long-range planning? Mr. Lee responded that is correct. Mr. Rachal noted that to him it appears that the bulk of this is being addressed through the classroom and the teachers and he knows that at some point cuts will have to be in this area so that we do not go below the 70% mark. Mr. Rachal asked the superintendent about additional areas being looked at for cuts? Superintendent Dawkins explained that in looking at additional staff reductions, the focus is Central Office and every department is on the table for potential change. Mr. Lee reminded everyone that while a lot of this is staffing, 85% of the budget is people, and when making these kind of cuts, it is people that will be affected. Mr. Rachal noted that past budgets have reflected the numbers of employees in each area and he

would like to see these again. Mr. Lee explained that this is done every year when the budget packet is brought to the board for approval and it incorporates any changes the board might make. Mr. Rachal asked staff when can the board expect to see this? Dr. Dawkins responded that the preliminary will possibly be some time in the next couple of weeks.

Mrs. Crawford asked if when staff looks to cut retirees, will it be cutting Central Office retirees or will staff also be cutting the retirees being used in the classroom? Dr. Dawkins responded that cuts will be made in every classification. Mrs. Crawford inquired if we will be looking at the math if there is a shortage there? The superintendent explained that staff actually has a list of approximately 100 retirees and there may be some specialized among those. Mrs. Crawford also asked for clarification on how cutting positions will affect the block schedule in high schools?

Mrs. Crawley stated to the superintendent that the board is accustomed to receiving the budget package and working from it, so they are aware oh how many you had last year compared to what is the projection for the coming year. She said she doesn't believe this is the most productive type of budget meeting, because she believes you get the real productive ones when you have this package. Dr. Dawkins explained that this is a preliminary budget work session and to bring it all to the board at one time with the level of engagement of many people, notifying those who might be affected, it is important to be very deliberate and he takes full responsibility. He said when the draft budget is brought to the board it will include all the items included; however, he believed it to be very important to have a consistent understanding going into the budget process so everyone is on the same page relative to the elements. Mrs. Crawley stated that it appears the amount saved by making cuts at the 13 middle schools and the reduction of 25 Central Office employees are about the same amount of money, which tells her the Central Office employees are low-income persons. Dr. Dawkins explained that it is a mixture and some are classified, some certified; and this is a beginning number and this number may change. Mrs. Crawley asked about the cuts to high school and middle school because last year the areas cut were i.e. band, etc., and she wants to know if the same groups will be affected. Mrs. Crawley referenced the two policies relative to staff cars and if the district is compliant with staff members that have cars? Dr. Dawkins assured Mrs. Crawley that the district is compliant and there are approximately 11 vehicles assigned to staff with the remainder being trucks (200 +), all of which staff is looking into at this time. Mrs. Crawley asked about the 48 certified positions since the number of middle school students remains the same and they are only moving from the middle school to another building. Dr. Dawkins responded that this detailed information will be brought to the board; and while he cannot give those details from the top of his head, they were factored into the considerations. Mr. Lee added that HR has been working on this in compliance with the staffing formula. Mrs. Crawley shared with the board that she has done a lot of reading on the 4-day school week, and she learned that some states implemented this in the 70s. She also reported that a Texas Legislator is currently pushing it for the entire state of Texas. While she doesn't agree with this decision coming from the state, she believes it is a local issue. She also noted the positives and negatives with the research and compared the year-round programs in Caddo. Her research also reflected that test scores did improve, as did graduation and absenteeism, and she believes it would save the district approximately \$17.5 million.

Ms. Priest shared with the staff and board information from a presentation made at the National Conference by the Miami-Dade County School System who had a \$150 million plus deficit. She reported on things they did to reduce their deficit as well as getting some buy in from the employees. She said they reported a lot of resistance initially, but they were able to get the buy in. She said they also worked closely with the principals at the schools; and she also shared that when at the city and going through budget cuts, administration would look to every department for cuts to be made. Dr. Dawkins reiterated that they will all have the same opportunity. Ms. Priest also asked if we are following Act 591 when looking at retirees so we are not penalized for not appropriately advertising the requirements associated with this Act. Ms. Priest announced she will bring to the board by next meeting additional information on how it is possible to reduce programs vs. eliminating programs, i.e. music, arts, etc.

Mr. Hooks said he needs to see a budget ahead of time to allow him time to study it and be prepared. He also referenced his request to receive a copy of the Superintendent's Contract and all he received was a proposal. He shared with the Superintendent and the Superintendent assured him that someone would deliver it to him. However, he never received it. He encouraged everyone to stop jumping before looking and his agreement that the board needs the information weeks in advance. Dr. Dawkins explained that staff plans to have it to the board in

advance, even though the budget is not due until the June meeting. Staff's plan is to have it to the board in May following the work sessions. Mr. Hooks said he only asks so that he can read and review it more than once. The superintendent added that staff intends to be very deliberate with this and it will not be something that will be quick, but time allowed for needed dialogue, and this process is developing the budget, not the budget. Mr. Hooks asked staff about the suggestion to eliminate transportation for magnet students? Mr. Lee responded that Mr. Abrams is looking at whether or not the district is required to provide transportation for students to magnet schools as opposed to their home school.

Ms. Trammel stated that transportation at one point in time was not provided, and she asked if this is a Federal or State mandate? Dr. Dawkins responded there are some mandates regarding transportation, and there are also some legal requirements that Mr. Abrams is looking at as it relates to the Consent Decree. He confirmed there are school districts across the country that do not provide transportation in some programs, magnet schools being one of them. Ms. Trammel clarified that her statement was not just transportation for magnet schools, but for other reasons as well. Ms. Trammel referenced discussions on positions and people and that she would like to see what positions are being affected and what areas. Ms. Trammel also asked that staff not consider scattering staff in different locations. Dr. Dawkins explained that part of the plan is to utilize facilities in other locations.

Mrs. Armstrong referenced the staffing formula and stated her understanding that this formula was increased; however, she wants everyone to be mindful and closely monitor so that we are not topping out some of the classes with so many students that a teacher cannot be successful with those students in her classroom. She said as the district is moving into the new process, it is important to monitor this very closely. She added that last year or year before there was a move to a four-day work week for Central Office for the summer and a considerable savings was seen as a result of that move. Mrs. Armstrong added that if four-day weeks are considered for the remainder of the population in the School System, she believes we could possibly see a substantial savings. Mrs. Armstrong also referenced, when looking at the school calendars, and the calendar provided by Mrs. Crawley, there is a need to look very clearly at bus routes; and that when they are being restructured, that one route is not being replaced by two buses.

Mrs. Bell referenced information she brought back from the National School Boards Association Conference and that the San Francisco School District does not provide transportation for any of its high school students. Referencing magnet schools, she believes it is by choice that parents choose for their children to attend the magnet schools. Mrs. Bell also asked about some of the teachers and the possibility of using them as substitutes and not going outside the public school system. Regarding Professional Development, Ms. Bell stated she believes it to be important to do a teacher academy for new teachers, even if it is one day a month.

Mr. Riall asked about the savings from Building 6, reduction in use of substitutes, Central Office travel reductions, closing schools, and where this amount might be saved. Mr. Lee explained that the information prepared to present to the board are those things staff would like for the board to look at very closely.

Mr. Rachal asked staff to provide him with a total number of students affected (if transportation is eliminated for magnet students), and track the quantity of students the district may lose, as well as the net effect of the students in University.

Ms. Priest announced that Senior Recognition begins at 6:30 p.m. at East Ridge Country Club. She announced that all public work sessions are being shown on the Live Feed and all are encouraged to follow these discussions on the budget.

There being no additional business, the meeting was adjourned at approximately 6:05 p.m.

May 3, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:05 p.m. immediately following the executive committee/board work session on Tuesday, May 3, 2011 with First Vice President Riall presiding and the following school board members present being a quorum: Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

VISITORS

Leann Anglin stated that in working in a non-profit in the community, *return on investment* and *transparency* are two important phrases. She said these two things are expected of them and they hold them very high in their organization. Ms. Anglin shared with the board that due to the tough economic times, they have decided to do away with all transportation, even though there is value in learning from others around the nation. When listening to the board's review of the national conference, she heard things she already knew; and asked the board if money is spent to send board members to these conferences, what are you hearing and what are you implementing upon return to home. She referenced the comments on community, not ignoring the voice of the community, productive conversation, and the importance of public confidence. She questioned the document the board discussed because she could not find it online; and while she knows it is not final because of revisions, she could not follow along in the discussion. Ms. Anglin said the public has good ideas, but they are unaware of what is happening. She also asked how will the responses to board members' requests be made public, how will they be shared with the community. She noted the response of "we will look into it" and she would like to know how the public know will know what has been looked into and what is the final proposed plan. Ms. Anglin referenced Vision 2020 and the requirement for parental involvement and her attendance tonight instead of home with her family because she believes communication is part of that involvement. She asked the board to meet parents half way and provide the plan as well as what the board is looking at to the public.

Bids (Construction). Superintendent Dawkins presented proposed bids for repairing the foundation at Northside Elementary as well as Phase IV of the Lee Hedges Stadium repair. *Mr. Ramsey moved, seconded by Mr. Rachal, to approve the following bids as submitted in the mailout on the bid tabulation sheets: (1) Henderson Construction with a Base Bid, for the sum total of \$361,650 for Project 2011-073, "Northside Foundation Repair"; and (2) Venderberg Construction with a Base Bid and Alternate 1, for the sum total of \$950,500 for Project 2012-204, "Lee Hedges Stadium Structural Repair to Stadium, Phase IV". Vote on the motion carried unanimously.*

Executive Session. *Mrs. Bell moved, seconded by Mr. Rachal, to go into executive session for a Student Readmission Appeal for 15 minutes. Vote on the motion carried and the board went into executive session at approximately 7:15 p.m. The board reconvened in open session at approximately 7:28 p.m. Mr. Rachal moved, seconded by Mr. Hooks, to uphold staff's recommendation with the stipulation that V.M. be given the opportunity to do his makeup work. Vote on the motion carried with Board member Crawley opposed and Board member Trammel abstaining.*

Mrs. Crawley moved, seconded by Mr. Hooks, to uphold staff's recommendation for R.H. Vote on the motion carried.

Adjournment. *Mr. Rachal moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:30 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

May 3, 2011

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 3, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawford led the invocation and Pledge of Allegiance.

PRESENTATIONS

National School Boards Association Annual Conference. President Priest announced that the 2011 National School Boards Association Annual Conference was recently held in San Francisco and board members who attended will share a report on information gained that can possibly be used in Caddo's comprehensive planning. Ms. Priest explained that the National School Boards Association is a non-profit organization representing state associations and school districts fostering excellence and equity in public education through school board leadership. The eight basic areas this organization encompasses include establishing a clear vision of student achievement as priority, set standards for student performance, establish assessment and strong accountability, align resources, positive climate, collaborative relationships and continuous improvement. This organization also helps board members find solutions, demonstrate accountability and work together to improve student achievement. She reported there are over 14,000 school board members and superintendents from across the country that attend this annual conference each year. Keynote speakers at this year's conference included former Secretary of State Condoleezza Rice, Lamar Burton, Daniel Pink, and Juan Enriquez. The following board members shared key highlights from the various workshops attended. Steve Riall reported that he attended a session on student transition from middle to high schools at which they shared the most difficult time in a student's life is the transition from 8th grade to 9th and most of the high school drop outs occur in the 9th and 10th grades. He also shared that statistics show students fail the 9th grade more than any other grade and some of the reasons why 9th graders struggle at this point. One program that showed a higher success rate for 9th graders was the development of an orientation program for these students as they entered the 9th grade. Mr. Riall also shared information from a work session he attended on characteristics of a highly effective rural school district that included schools who are on their own. He shared that he believes some of the things presented could relate to some of the schools in his district since they are so far out and sometimes feel they are out of sight and out of mind, and it is the communities and rural businesses that support these rural schools. A solid freshman year was highly stressed, as well as themed schools that provide a pathway for students, i.e. engineering, technology, etc., and courses pertinent to these careers taught with this in mind. Apprenticeships were also a part of this program to help students be prepared and ahead of the game when they graduated from high school. Mr. Riall stated he believes attendance at this meeting and sessions provided him with insight to many unique ideas that, if we choose, we could also incorporate in Caddo.

Miss Green reported that she attended a Learning by Design workshop and information shared included the importance of infrastructure in a student's performance. She said it is known that creative environments are an important component of successful teaching and learning, and this creativity can be achieved through something as simple as lighting. Miss Green shared, for example, that lighting in a building should always be conducive to learning and how lighting can affect students, i.e. too bright will cause headaches, too dim can cause students not to focus. She also shared an example of a drama teacher not being able to get the students to participate, but when the auditorium was redesigned to look more like a stage for plays, it encouraged the students to become more involved and others to become involved. She also shared how solar panels in schools are used to teach students how sunlight and the solar panels are used to light the schools. Miss Green also shared how the presenter talked about the importance of community involvement by elected officials using the schools for their meetings and in turn giving back to the schools.

Mr. Hooks reported that he attended 12.5 sessions and one of the sessions addressed maintaining safe and bully-free schools and what a district must do is have very strong leaders on campuses, teachers need to get involved, custodians must get involved, cafeteria workers must get involved because all of these interact with the students on a daily basis. Mr. Hooks stated that bullies can

be identified as a student and a school employee. He further stated districts also need to be aware that bullies are mean and hard to identify, bullying creates a negative school climate that diversely impacts academic performance, as well as costing a district a significant amount of money as a result of vandalism. He added it is beneficial to organize a safe school ambassador program that is student centered since students see and hear things that adults do not, students can intervene in ways adults cannot, students are often the first to arrive on the scene of an incident, and students determine the social norms while adults make the rules. He reported that the consultant told him if a teacher knows about someone being bullied, the teacher is held as accountable as the one doing the bullying. Mr. Hooks also said if the principal or superintendent is aware that bullying is taking place and nothing is done, they also are a part of the bullying. Mr. Hooks reported he also attended a session on defending your honor as a board member and strengthening public confidence. Highlights of this session included not ignoring the voices of your community, board members wondering if their efforts are making a difference, what can one person do or what can a district do when there is a lack of awareness or interest, individual actions with practical strategies for leading positive conversations relative to public education, if a board member is not truly for their community it will provide for a negative frame of mind that zaps one's energy, if a board member is not truly for their community it will weaken your confidence, if a board member is truly not for their community it will hurt your creativity and problem solving skills, if a board member is truly not for their community they will be truly emotionally drained and damaged, if a board member is not truly for their community, students are not motivated, educated or inspired, and if a board member is not truly for their community, it will break the spirit, damage companionship and one's career. Mr. Hooks stated that as a new board member, he expressed his appreciation for the opportunity to broaden his knowledge and understanding during these economic challenging times.

Mary Trammel shared that attending this conference was a total learning experience for her as a new board member. She reported that the sessions she attended were very well planned and informative. Ms. Trammel stated that she attended the National Teacher of the Year presentation and this person shared with them what she believed the successes in her classroom could be attributed to; i.e., hands-on, one-on-one techniques. She said this teacher's major focus was one child at a time, one lesson at a time, and it was important to note that she provided opportunities for other teachers to use her tactics by sharing this information with them. Ms. Trammel also reported that she attended the session on bullying and realized that this is a world wide problem, i.e. internet, phone, physical, mental abuse are all ways this reality happens in the classroom and on the playground at all schools. She added this is something that is real, it is something that must be addressed, and noted what Caddo is doing. She also noted the importance of parental involvement in any bullying situation, as well as all staff and faculty members being involved. Ms. Trammel also attended a session on evaluating the superintendent and that board members are to be reminded that their main objective is to set the policies and budget for the district and the superintendent is hired by the board to do their job as it works in the parish. She said they also shared in this session that it is important for board members to learn in doing an evaluation to make sure they research what is being said. She added the board's role in strategic planning provides an opportunity to compare to our district's strategic planning and she believes we are doing a pretty good job in our number one role of student success. Ms. Trammel expressed her appreciation for the opportunity to attend.

Ms. Priest highlighted the following work sessions she attended. The session she attended on challenges of using funds and resources in urban districts and Miami Dade Florida school district sharing their experience of addressing a \$150 plus million deficit. Challenges they shared with attendees in their experience of digging out from under this type deficit included a spending moratorium, a hiring freeze (with the exception of teachers and security positions), renegotiation of all vendor contracts, realigned resources, taking advantage of attrition, benchmarked clerical applications, adjusted school staffing formula, and implementation of the Reduction in Force policy. She said they also encouraged districts to not start the budget where you are today, but use good financial data, and look at reducing programs before eliminating programs. Ms. Priest also shared that with K-2 students, Miami Dade offered art and music with the elementary teachers, which saved them approximately \$15 million. Adjusting bell schedules in the transportation department saved about \$4 million as well as giving each school a 10% reduction allowing them to make the decision as to where their reductions would be. She also reported on increasing the graduation rate by 40% and decrease the drop-out rate by 30% and that information in this session included dealing with discipline problems, and identifying teachers who would use discipline problems as a reason not to teach. She said there was also a focus on

education and the awareness of the importance of education to the community, and a campaign “Dropping Out of School is not a Badge of Honor”, was also implemented. Miami Dade would track students who dropped out because they did not pass the test and remediation was set up to attract the students back to school. She said transfers into the district were tracked as well as from where they transferred. Ms. Priest also stated that they implemented teacher training that was data driven and involved a lot of student assessments; with a key element being if a student has an ineffective teacher for one year, it takes two to three years for the student to recoup. She also shared this district’s statistics from 2005 that reflected a 59.8% drop out rate and completion rate of 30.7%, and graduation rate of 29.7%, but through the years since the drop-out rate significantly went to 42.7%, graduation rate to 43%, and for 2008, the completion rate was 84.5% and their graduation rate was 65% and drop-out rate 10.8%. Ms. Priest also reported on a “Recovering your Drop-Outs” session and provided a packet for each board member. She said the leaders of this session shared the number of reasons why students drop out of school, but through this program, which is on-line, of identifying these drop outs, this company will provide them with a laptop and work with them to provide what these students need in order to graduate. Ms. Priest said they also referenced the “Captain Kangaroo” teachers and the Game Boy students examples that compared sitting still and listening to the action and movement of today. Mega schools are also across the country, and the majority of school districts falling into one of three types, elementary, K-6 or K-8, or high schools, grades 9 and above or grades 7-12. There are not more pure middle schools. Ms. Priest also reported that most districts the size of Caddo , approximately 43,000 students, have approximately 41-50 schools.

Mrs. Bell reported on going early to attend the CUBE (Council for Urban Boards of Education). She reported she attended a work session for districts whose student population is 20,000-50,000 students and a number of districts shared what they are doing, i.e. closing schools, combining schools. She also attended the bullying session and bullying is real across the country. Mrs. Bell also shared her experience of going on a site visit to Abraham Lincoln High School whose graduation rate is 95% compared to 84% for the district and 78% for the State of California. She reported that transportation is not provided for high school students in the San Francisco high schools but that the parents decide on what high school their children will attend and they are responsible for getting them to the school. She also said that the parents will pay approximately \$500 a year for their children to use the public transit system. Mrs. Bell said their campuses are also open campuses, i.e. at noon, everyone leaves the campus to go into the neighborhood and eat lunch, because the cafeteria at the school will only accommodate 600 students (out of the 2,300). She said this has been accomplished on the trust policy because the school said if they fed 2,300 students, it would take 3 hours out of their instructional day. Mrs. Bell said there were a lot of questions about transportation and they learned this is something done all over the country.

Ms. Priest said these reports are why we participate and it helps the board to be abreast of what is happening across the country and not continue to do things the way they have always been done. President Priest also reported that attendance at these conferences is also required in order to obtain continuing education credits as required by the State Statute. She shared with Superintendent Dawkins another example of a Vision 2020 plan from a Texas school district. She announced that the 2012 conference will be held in Boston, Massachusetts.

Mrs. Armstrong thanked the board members for bringing back these insights and how rewarding it is to hear some of the ideas that are being expounded upon throughout the country.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR MAY 17, 2011 CPSB MEETING

President Priest announced she will leave at 5:30 p.m. for a speaking engagement and First Vice President Riall will chair the remainder of the meeting.

Superintendent Dawkins highlighted the proposed items for the board’s consideration at the May 17, 2011 meeting and the following discussion ensued.

Bids – Construction and Capital Projects. Mr. Rachal asked how much of the QSCB money is remaining? Mr. Lee responded at the end of March there was approximately \$12-\$13 million remaining from the original \$17 million received. Mr. Rachal asked about the projects figured in the budget? Steve White responded that the total of all QSCB projects for the summer is \$7.5

million. Mr. Rachal asked if he could get a copy of what is budgeted for? Mr. White said he will provide that information and it is also included on each bid tab.

Transportation Bus Requests. Mr. Burton announced that he will need to abstain from voting on this item because Southern is his employer.

Finance Revision General Fund Budget. Mr. Hooks inquired if the ending balance includes transportation or no transportation for all magnet schools? Mr. Lee responded it is not, but that this amount is where it is projected the year will end this school year, and the magnet school reduction is not being considered until next year. Mr. Hooks also asked staff about the graduation expenses at the Shreveport Convention Center? Mr. Lee said the amount now is approximately \$50,000. Mr. Hooks asked if staff has looked at returning to the schools for graduations as a means of saving money? Dr. Dawkins explained that staff has not looked at the schools, but are looking at other sites. He added that some of the schools could be used, but most of the high schools are not large enough to accommodate graduations. (At this time, President Priest relinquished the chair to First Vice President Riall.) Mr. Hooks noted that while he knows the Convention Center is a great location for the graduations, we need to be good stewards of taxpayer dollars.

Mrs. Bell reminded board members that the reason graduations were moved from the schools was there was not enough room, and it may be necessary to spend the money so that there is ample room for the graduates, their families and classmates. Mr. Hooks stated he was not on the board when this decision was made.

Ms. Trammel noted the cost and the fact that staff did work on this in an attempt to find a venue for graduation and one of the problems was finding a place that was suitable. She said the Hirsch Coliseum facilities were inadequate, many times raining in the building; and because staff continued to receive complaints, they pursued a location that was nice and acceptable to the parents for the graduations.

Finance Millage Rate. Mrs. Crawley asked Mr. Lee if this is where we talk about rolling forward the taxes so we collect the same amount? Mr. Lee explained that the recommendation is to leave them in tact, and rolling it forward would be rolling it back to the previous rate before the last assessment, which will increase the property tax revenue to us. Mrs. Crawley asked why are we not increasing it, and Mr. Lee responded that is a decision at the pleasure of the board. Mrs. Crawley asked if, to do this, the board would have to vote “no” and then vote to do it the other way? Mr. Lee said that is correct. Mrs. Crawley asked Mr. Lee how much money this would generate? Mr. Lee explained rolling all of them forward would generate approximately \$4-\$5 million. Mrs. Crawley asked why are we not doing this? Mr. Lee explained that the last time it was presented to the board to roll forward, the board rejected it. Mrs. Crawley asked that staff provide additional information on rolling forward. Mr. Lee clarified that if the board does this, it is required by the tax assessor that this be done by June 15th and he does not believe that the June meeting is prior to the 15th. Mrs. Crawley stated that she only wants people to know that this is a possibility. Mr. Lee further explained that rolling forward would also require a different resolution than is submitted in the backup information.

Mr. Hooks asked Mr. Lee about the millage and if this is the tax whereby the School Board profits off the taxpayers when they pay their property taxes? Mr. Lee said that is correct.

Mr. Rachal stated for the record he agrees with the recommendation made and he will not vote for a roll forward.

Mrs. Bell said she wishes to meet with the finance director to explain this.

Mrs. Crawford stated she believes the public has been clear and they do not want to pay more taxes, so she also cannot support a roll forward.

Revisions to CPSB Policy GBM. Larry Ramsey reminded everyone that this item was postponed last month until the May meeting to allow Attorney Abrams to further review and bring additional revisions for consideration. Mr. Abrams explained that he is working on this and a meeting was tentatively scheduled for Monday; but since all the people were not in attendance, he is attempting to reschedule a meeting with this group before the May board

meeting and bring the recommended changes. He said the old one is trying to be updated so it is more efficient and hopefully make the process more smooth. He highlighted that some of the changes for revision included cutting out the hearing at the oral argument level, as well as changes at each level relative to who will hear the grievance. Mr. Abrams said the Level I would be with the administrator, supervisor or principal, and Level II would be the supervisor of whomever heard the hearing at Level I. He further explained that the Level III hearing would include the superintendent or his designee with the goal of resolving the grievance without going to a transcript; however, if not, then a full hearing (Level IV) would be heard by the board with full documentation and transcripts without oral arguments unless the board desires otherwise.

Mrs. Crawley said she wants to be consistent with the board's rule about information being available at work sessions; and since the information is not available, she believes the item should be moved to June. Mr. Abrams reminded Mrs. Crawley that the board was provided a copy of the current draft. Mrs. Crawley responded that it is not a current draft and it needs to be a draft that the board will be voting on. Mr. Abrams explained that it doesn't have to be what the board votes on, but only that information is provided. Mr. Ramsey reminded Mrs. Crawley that the information was provided at the last meeting, and he postponed it until adjusted. Mrs. Crawley said she understands, but she has the floor; and the information was provided before the CFT, CAE and A+PEL met for input, so it doesn't count.

Mr. Ramsey clarified that the board attorney explained we are still within the policy that information was provided. Mr. Abrams explained that a board member can raise the argument that it wasn't presented; but in actuality, the board has been provided information prior to the meeting, even though it may not be the final document the board votes on.

Ms. Trammel asked for clarification and was not this item postponed from the previous meeting, at which board members had the information? Mr. Ramsey said that is correct. Ms. Trammel asked for someone to explain what is being changed? Mr. Abrams explained that because the item was postponed, the question was raised about possibly streamlining the processes; and a board member can request that the board vote on what is presented without any tweaking. Mr. Ramsey clarified that he would like this brought back in its original form and utilize the documents posted on BoardDocs and he may have a different motion at the meeting.

Mrs. Crawley asked that the process be made legitimate by meeting with the organizations before the board votes on this policy. Mr. Abrams explained that a meeting will be held with the organizations. Mrs. Crawley stated that is the spirit of it and that the information from meeting with the organizations is not available at the work session. She further stated that the true spirit is for the public and the employees to provide feedback so we do not vote on something in haste and no one knows what was voted on. She stated the board can do whatever it wants, seven members can get together, but it is the spirit of did we allow for input.

Mr. Rachal clarified that this was on the agenda last month and asked if this information was shared with the other organizations? Dr. Dawkins responded that a meeting with the organizations is scheduled next week. Mr. Rachal asked if the information on the web last month has been shared with the organizations? Dr. Mary Nash-Robinson explained that a meeting was scheduled for Monday, May 2, 2011 that would include the professional organizations. She said members of the organizations did not receive notification of the meeting, so the only exposure the professional organizations had was what was posted on BoardDocs. She said a meeting is scheduled for May 11th at 9:30 a.m. in Room I.

Mr. Hooks echoed Mrs. Crawley's comments and that he needs something that he can review and digest before he comes to a meeting to vote on something. He said if he had worked like this, he would have been fired many years ago. Mr. Hooks stated that the superintendent and staff answer to the board and the board does not answer to them and asked that the board be given the information in advance of the meetings.

Dr. Dawkins explained that this agenda item is a board member's request and Mr. Abrams and Mr. Ramsey are working on this item.

Mrs. Bell stated that this was on BoardDocs last month and she read the information. She further stated that the board member postponed because of concerns; but the policy in its entirety is on BoardDocs.

ADDITIONS

Dr. Dawkins requested that during the special session, the item “Proposed Revisions to Policy GCA” be postponed and added to the May 17th agenda. He explained that as we go through the budget process and staffing for next year, the staff is presenting information on whether or not to increase class sizes at the middle and high school levels. Several scenarios are being presented with no recommended increase at the elementary level, but only at middle and high school.

Mrs. Crawford asked staff to provide information on how the change in the pupil teacher ratio will affect high schools with the A/B block. Knowing that the A/B block requires more teachers, Mrs. Crawford stated that she would be hard-pressed to ask the principals to do something without giving them the appropriate number of faculty members.

Mrs. Crawford also asked staff to share with the board if the impact from revising the staffing formula will be greater for the larger schools than the smaller schools. Dr. Dawkins explained that this has been proportionately laid out and asked Mrs. Holliday to further explain one of the scenarios. Jan Holliday, director of certified personnel, shared with the board how proposed revisions to Policy GCA will affect the staffing. She stated that the first policy provided is GCA in its current format; the second option with +1ms and +2hs increases the staffing ratio and does not necessarily equate to class size, but it is the allotment of teachers to the school, and ultimately fewer teachers when dividing the enrollment by a larger divisor. She also explained the principals have discretion in determining how they will use their teachers within certain guidelines. Mrs. Crawford noted that information in the past showed that high schools will lose approximately 53 teachers, and asked if that is still accurate? Mrs. Holliday explained that if we do nothing to the teacher ratios and apply the staffing formula for the positions above the teachers, and use the consolidations and reconfigurations at schools, the result is 45 fewer teachers, in addition to some of the other positions. If the option of +1ms and +2hs is used, the end result is approximately 101 fewer teachers (13 fewer at the middle school level and 88 at the high school). Mrs. Holliday also shared that with no change at the middle school and increasing the formula at the high school level by 1, the end result is 67 fewer high school teachers, based on what is proposed.

Mrs. Crawley asked if this is not actually a budget item and we are taking the budget item by item, or are we trying to revise the policies so we can then place it in the budget? Dr. Dawkins responded that it is a policy item that certainly has budget implications and staff wanted to get this information to the board as staff also brings budget information. He said principals need to know what their staffing will be for the next school year. Mrs. Crawley asked if the board does this, this is part of the budget; and asked if Spanish is included in core classes, because she is aware of Spanish classes that have 40 students? Dr. Dawkins said they are not, but core classes are English Language Arts, Math, Science, Social Studies. Mrs. Crawley stated that she wants to know exactly what will be cut, i.e. music, art, etc. Dr. Dawkins explained that principals have discretion in making these decisions, but the goal is to support a Fine Arts program in the schools. Mrs. Crawley said she knows that is what will happen because they have to teach the core subjects. Dr. Dawkins further stated that it starts with Core subjects. Mrs. Crawley also noted that she is aware of many 4th grade classes that have 28 students in them and the policy says 25, and she is not aware of any high school Core classes that are between 20 and 27 in her area of town. She again stated she does not understand how this will be applied equitably. Dr. Dawkins explained that in studying all these scenarios Mrs. Crawley is right that the size of the school has an impact. Mrs. Crawley stated that she is not in favor of balancing a budget by using children and she knows we are not doing this because we need to change our policy, but to balance a budget. She wants to find a better way to do so.

Mrs. Armstrong asked if the numbers relative to middle school include 6th grades figured in with the elementary schools? Mrs. Holliday responded that is correct and are according to best projections at this time, with 6th graders being calculated separate from the 7th and 8th graders. Mrs. Armstrong stated her agreement with Mrs. Crawley relative to Fine Arts and we must keep these intact. She said it is a discretionary move on the part of the principals; but board members need to make it mandatory that Fine Arts are in place for the children at any cost. She noted that statistics reflect that students exposed to the Fine Arts are better students. She shared an additional concern relative to making sure the class sizes are capped, because if we increase the pupil teacher ratio in the middle and high schools, it is important that the classes are capped and

that accurate numbers are being monitored. She said high schools are especially prone to be over the cap.

Dr. Dawkins responded that staff will keep this in mind, because he believes a complete education includes these extra activities, but staff has to give this information so the board can consider all aspects.

Mr. Rachal asked staff to provide him with a current list of the quantity of counselors at every school, including if we are above or below. He also asked about the first option and there would be 45 fewer teachers. He asked Mrs. Holliday to further explain what is meant by “above teachers”? Mrs. Holliday explained that we have not had the configurations (7-12, K-12, K-6), so included in the proposal has to be how we will staff principals, assistant principals, counselors, librarians, etc. Mr. Rachal inquired as to the number that would be eliminated above the teachers? Mrs. Holliday stated that according to her projections, we will need 7 fewer principals, an increase of 3 assistant principals, decrease of 4 librarians, and decrease in counselors of .5. These numbers are due to reconfigurations, consolidations, off-lining. Dr. Dawkins reminded the board that these are not final numbers, and Mrs. Holliday added they are only projections. Mr. Rachal asked about the number of teachers alone and Mrs. Holliday responded 45, if the ratios are not changed and applied to the new school configurations. Mr. Rachal asked about the total elimination with the new ratios? Mrs. Holliday explained for the plus one at the middle school level and plus two at the high school results in a reduction of 13 middle school teachers and 98 high school. Mr. Rachal asked if it takes more administrators per student in elementary than in middle school? Dr. Dawkins explained that middle schools typically have a principal and some assistant principals and elementary schools have a principal and some have an assistant principal and some do not. Mr. Rachal asked about an administrative assistant in schools K-8, but there is not an administrative assistant in 6-8, and there are more assistant principals if enrollment is above 1,200. Dr. Dawkins shared that the current configurations are presented and is everything in place. He also indicated that he is not accustomed to having administrative assistants on the campus when there are assistant principals, but once again, the superintendent assured the board that staff is looking at every title in the school buildings as well as Central Office and individual departments. Mr. Rachal asked if the superintendent is saying if you have a middle school with no administrative assistant and the same quantity students as K-8 does the K-8 not need an administrative assistant? The superintendent further explained that he is saying that the current system is what has been approved by the board and he is looking at whether or not it should stay this way. Mr. Rachal said he is asking specifically if the superintendent believes there is enough difference there when it comes to an administrative assistant? The superintendent said he is looking at whether or not some of these things are needed. In the K-12 and other new configurations, Mr. Rachal asked why would you not have one principal and an assistant principal? Dr. Dawkins explained there are different variations and staff is looking at all these possibilities. Mr. Rachal asked if this is a recommendation or is it just information at this time? Dr. Dawkins responded that it is only information for the board at this time and staff continues to work on this and bring a recommendation to the board. Mr. Rachal asked for further clarification on the option of no change at the middle school and adding one at the high school? Mrs. Holliday answered that the changes in administrative staff remain the same, but below the line, the number of teachers is a decrease of 67 high school teachers. Mrs. Holliday again reiterated that these numbers are estimates based on where the children will attend school. Mr. Rachal asked if the configuration of no change at the middle school does not have any affect at this level. Mrs. Holliday stated that only the initial effect with the current ratio of approximately 45 fewer teachers; however, she said she does not have these figures broken down.

Mrs. Bell stated her concern is the large number of students in schools with smaller numbers. She said she believes if the board does what it needs to do with regard to the transfers to make sure the right thing is being done in approving the transfers, we would not have 2,300 students in a school. She said it is very important that the policy in place be followed. Mrs. Bell said that it is important to look at the transfer policy and the unfairness of over-crowded classrooms as a result of these policies. She said this is another reason it’s important to make sure the students are in the correct school. She asked the superintendent to make certain that ample resources are in place in the new configurations to address the needs of filling these buildings. Dr. Dawkins said the charge to the staff is to work as hard as possible to provide for every school the best programming we can provide with the resources available and to ensure the staffing is in place for academic programs and safety of all Caddo students. He further stated he believes staff

would be remiss if it did not inform the board and superintendent what is out there. He also stated that at some point, everything will be straight with the schools and then everything else will fall into place, because we will no longer be talking about schools anymore, but other parts of the organization. He reminded everyone that 80% of the School District is school based in staffing and instructional programs, all of which must be considered during this process. Mrs. Bell asked Mr. Abrams about the policy for transfers and if we are really following the guidelines. Mr. Abrams stated that the M to M policy is provided for in the Consent Decree and we are not released from that portion of the Consent Decree and cannot change it. Mrs. Bell asked about transfers that people are using in order to send their children to a certain school and all they have to do is get a utility bill in their name. She said when talking about classrooms having 27 and 28 children, she believes she could go into many of those classrooms and identify two or three students that are out of their home district.

Mr. Hooks stated his agreement with the superintendent regarding administrative assistants and there is no need for this position when there are assistant principals on the campus, and if a school says they need this position, he believes it's because someone is not doing their job. He also referenced overcrowding and his agreement with Mrs. Armstrong, because the more students placed in a classroom, the more discipline problems a teacher will have. Mr. Hooks asked if this is a plan to over work these teachers and at the same time freeze their pay increase? Dr. Dawkins stated that no one has made a recommendation relative to salaries, etc., and while we certainly don't want to over work anyone, the district definitely has some challenges to face. Mr. Hooks said he believes we are talking about working these teachers like slaves.

Ms. Trammel asked staff about the staffing formula and how staffing works; because she also believes overcrowding in a classroom will not help the teachers or the students, and this is not something that will work if we want to have world class students. She said she believes some of the problems are a result of Choice which is a mandate that the district has no control over, because if the parents select to send their children to another school, we cannot tell them they can't. In a situation of where there are 2,300 students in one school and 700 students in another that will hold approximately 1,500 students, what can be done about this without putting too many students in the classroom. Dr. Dawkins stated that this is certainly not staff's intent, but to add 1 and 2 to the formula from a budgetary and organizational standpoint is something he wished the district did not have to face at all; however, it is something that has to be faced and is a routine school districts follow every year to determine how many staff members are needed to teach the children. Ms. Trammel asked about the administrative assistants and what their job responsibilities include? The superintendent stated that there is a system in place in Caddo for a number of years and this is part of looking at everything.

Miss Green stated she does not want to see the student teacher ratio in her district increase and she would like to meet with the superintendent and appropriate staff members to fully understand.

Mrs. Armstrong referenced the discussion and questions relative to administrative assistants and the fact that having taught for years in a school where there was an administrative assistant, she knows they do earn their pay. She explained that in a K-8 configuration, oftentimes the administrative assistant is the liaison between the principal and the elementary school and if there is a situation with an elementary student, this person is the one that handles this matter. She said the assistant principals in K-8 configurations, there is one for administration and this person handles discipline for the middle school students as well as elementary disciplinary problems. She further explained that a second assistant principal is over instruction mainly for the middle school side of the school. A coordinator handles elementary side of the K-8 schools.

Mr. Rachal asked if when receiving the numbers, he would also like to see the dollars and the effect on the budget. He said he also has issue with the high school numbers, because we will have high school teachers (especially if it is a small high school) with fewer students than the regular classroom. Mrs. Holliday asked board members to keep in mind that this is not necessarily a pupil teacher ratio, but it provides the staffing allotment, the number of teachers allotted to a school, and one will impact the other; however the 18:1 ratio does not necessarily prescribe that there are 18 students per class. Mr. Rachal stated that this could mean a class could have 23 students in it, and Mrs. Holliday stated it is possible depending on the number of courses taught at the school. Mr. Rachal asked for clarification on it stating 18:1 pupil ratio? Mrs. Holliday explained that it doesn't say pupil teacher ratio is 18 to 1, but that is the staffing

formula, and further explained that there is a mathematical formula that allotted teachers to high schools in a different way than teachers are allotted to elementary schools. She said in looking strictly at the high schools, you take the number of students at the school and multiply it by 8, the number of courses/classes a high school student takes, which will result in the number of seats. Then staff takes this number and divide by the divisor as is noted in the staffing formula, and this number is then divided by six because that is the number of classes a teacher will teach. Mr. Rachal said in looking at the staffing formula, we are not really talking about how many students are in a classroom. Mrs. Holliday said it can result in a number, but it does not drive that to be the number. Mr. Rachal stated that in looking at the ratio number in the past, he has thought this was the targeted number of students in a class, and even though it has an impact on the class numbers, it is only a staffing number. Mrs. Holliday responded that is correct. Mrs. Holliday added that Kindergarten and 1st Grade classes are staffed at 20 to 1 ratios in the classroom, but it is a different method/formula for staffing those grades. While there may be many other courses taught, Mr. Rachal stated he wants to know the rationale and the numbers we have for using an 18 to 1 formula. Mrs. Holliday explained that when coming up with the formula for the A/B Block Schedule, staff started by talking to the principals and getting their input relative to what would work for them in order to implement this schedule. She said there was also the past experience of the 4 x 4 at Southwood High School prior to this to determine how the staffing was proposed when implementing the 4 x 4. She said the existing formula provided the principals with adequate staff. In some cases, principals did not need all the positions they were allotted to implement the A/B Block. Mr. Rachal noted the 2 bottom tiers relative to the staffing formula and how this better helped him understand. Dr. Dawkins explained that if this is done at the smaller schools, the numbers will not work in terms of the classes and course offerings in a smaller school. Dr. Dawkins announced that staff will provide board members copies of actual staffing now and the numbers that may be helpful for the board to see. Regarding the K-12, 7-12 and 9-12 configurations and there is nothing in the numbers for offering music, art, etc. Mr. Rachal asked how will these be staffed? Mrs. Holliday explained that staffing will be done in the same manner it has been done in the past, i.e. it comes out of the allotment.

Dr. Dawkins said there is no change in this and the process the principals will follow will be the same as far as making sure these policies are followed. Mr. Rachal asked if it is possible that the principal will have to offer art, music or band and the principal will decide if he wants to offer Spanish III or something else. Dr. Dawkins responded that principals have done this before and they insure that the necessary programs are there; but, again, staff is attempting to lay everything on the table to determine how much and what can be offered. Mr. Rachal stated that it is his opinion that if there are enough students that want to take art at any given school, regardless of the staffing formula, we should provide the teacher to teach whatever if there are enough students wanting it. Dr. Dawkins stated that staff does not disagree, but it is necessary to find ways to provide these even if it is a half-time teacher at two different locations.

Mrs. Crawley stated her appreciation for working through this, because if we increase the pupil teacher ratio we are going to eliminate teachers as well as eliminate subjects and those subjects will not be English or Math. She said we can say we don't want it to happen; but if the formula is changed, it will happen. She also shared her experience when teaching in an elementary school and the principal allowed the faculty to vote on whether or not a P.E. teacher was added; however it is harder in a high school setting because of the many electives offered. She further explained that if you have a small high school, the staffing allotment will be low and you won't be able to offer the classes students need to graduate. Mrs. Crawley said it is not a matter of having enough students that want to be in band, for example, but it is whether or not we will pay the teacher to do it. She said she does not want to look at this as a budget item rather than a policy item and she wants to do the budget first and then look at this.

Mr. Hooks echoed Mrs. Armstrong's comments regarding K-8 and administrative assistants; because he recalls when he was at Vivian K-8 as an assistant principal, he did not need an administrative assistant because he did his job. He believes administrative assistants are doing the job for the assistant principal; and if the assistant principals are not doing their jobs, we are wasting taxpayers' money and he doesn't agree with the need for this position.

Mrs. Armstrong stated that when she came on the board, she asked that the board approve positions for art, music and P.E. as mandatory in the elementary schools and that they are figured outside the staffing formula, whether itinerant or not. She asked if the same thing can be done at the middle and high schools so that they are not a part of the formula, but the schools will have

those positions and that it is made a part of policy. Dr. Dawkins responded that staff will look at this.

Ms. Trammel requested that the superintendent schedule a work session with Human Resources relative to staffing to ensure that board members fully understand what we are attempting to do, either individually or by groups.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

FVP Riall announced that the following items are consent agenda items: 6.01-6.03, 7.01, 8.02, 8.04, and 8.06. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and proposed consent agenda for the May 17, 2011 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the following matters of concern to the Federation. Regarding the millage (Agenda Item 8.03), Mrs. Lansdale stated that it wasn't brought out, but she believes one of the things voters would like to know is how much would rolling the millage back cost property owners? She said she wants the board to make sure it understands before balancing the budget on the backs of employees and students.

Jessica Carscadden, teacher in Caddo, addressed the board on the possibility of eliminating transportation for magnet students. She said the board members represent all the children in Caddo Parish and before considering eliminating transportation for any of Caddo's students, she encouraged the board to remember that these children need to be in school, because they cannot be taught if they are not in the classroom. Ms. Carscadden stated that all children deserve a quality education no matter what neighborhood they live in or who their parents might be. She said we need to get students to school by public school bus transportation. She reminded the board that the law states unless a student lives more than one mile from the school, the school district will provide transportation for them. She asked what are students to do if their parents do not have enough gas to get their children to school? She said she doesn't believe it is in the best interest of children to eliminate their bus transportation. She also encouraged the board to consider very carefully adjustments in the staffing formula that would add students to the classroom.

Irma D. Rogers, president of the Martin Luther King Jr. Community Development Corp., addressed the board on agenda items 6.01 and 8.02., and she stated that she forwarded a list of questions to the superintendent, but has not received answers to the questions. Questions Mrs. Rogers asked are as follows: (1) Where are the scores from last year from Green Oaks, Newton Smith and Pine Grove schools? (2) Where are the plans and studies that support the Vision 2020 Plan? (3) Where will the 6th graders go in the fall? (4) How and where will (a) the displaced teachers and administrators be placed? (b) how will each level be supervised? (5) What education plan are you basing the effectiveness of high schools with grades 7-12? (6) How many meetings were held with parents and neighborhood groups about the final changes to the plan? (7) Will Green Oaks be renovated to accommodate younger students (8) What will happen to Newton Smith since it is a large community? (9) What will happen with all the buildings and grounds affected by the changes? (10) What will be done to keep all services and make Green Oaks equivalent to the performing arts? (11) Parents want to be reassured of protection and that they are safe. (12) Don't let there be any lack in services to students as a result of this restructuring. She said the citizens in this area do not want to see their tax dollars going across town.

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

May 12, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Thursday, May 12, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

President Priest stated that today's session is the third budget work session and reminded everyone that in a working session, everyone has an opinion and has the right to ask questions as we work to come up with a balanced budget for 2011-12 and will allow us to continue to provide the type of services the boys and girls should have to get a world class education. She announced that questions from the last work session will be addressed and noted that board members will continue to receive information on the proposed budget for review and to have ample time to review and get questions answered before being asked to vote on a budget.

Superintendent Dawkins noted two documents presented, *Consolidated Annual Budget Work Session and Budget Summary*. He reiterated what President Priest stated that tonight's purpose is to address issues and questions from last week's session. Dr. Dawkins announced that staff's plan is to have to the board by the end of next week (Friday) the full recommendation from staff on the budget. He also reiterated Ms. Priest's comments regarding the goal to not only balance the budget and begin to plan for the future and provide all that our students need, but to restore the fiscal stability of the district by rebuilding the fund balances.

Jim Lee began the discussion by sharing with the board the comparison of the last three years revenue and expenses, as well as a prediction of how staff believes we will finish the 2010-11 year. He noted that the previous prediction of a \$14 million deficit has changed as a result of additional changes. Mr. Lee referenced the trend of spending more than is taken in and the need to address and reverse this practice.

Mr. Hooks asked about information received last week reflecting the 2008 ending balance of \$40 million plus and the beginning balance for 2008-09 is the same. He said the 2008-09 ending balance was \$40 million and the beginning balance for 2009-10 and it was the same. When looking at the ending balance for 2009-10, he noted a balance of \$33 million and approximately the same for the beginning of 2010-11. However, he noted \$12 million for the beginning of 2011-12 and asked if staff could clarify this discrepancy. Mr. Lee explained that in going from the \$12 million to the \$20 million beginning balance, the first three columns are actual results and how we finished out the year; however, the last two columns are budget. When we started the budget this year, we began with what we actually ended with last year (\$12 million). In order to get a beginning balance for the next year, staff follows a process of looking at every budget and determine how we feel we will end up, so instead of starting off with the budgeted ending balance for this year, staff is presenting a complete and true picture of what staff believes next year will hold for the district. Mr. Hooks asked if this is saying we will not fall short? Mr. Lee responded that the district will still fall short, and clarified the \$8 million difference between the \$12 million and \$20 million, and staff believes we will end the school year with an approximate \$13 million deficit.

Mrs. Bell asked for clarification on transportation and the buses. Ms. Priest noted that we are not on this item. Mrs. Bell shared that she did verify that as long as the Consent Decree is in place in Caddo, we will have to provide transportation to the magnet schools. Mrs. Bell referenced the proposed savings of \$2 million as well as her observation of buses with only four or five students. Ms. Priest asked that the questions follow the first two pages of Mr. Lee's presentation. Mrs. Bell shared her concern about the proposed \$2 million savings and that she brings this up for clarification and are there not buses with only four and five magnet students on them and could these be combined in some way? Mrs. Bell also asked how staff came up with this savings amount in the area of transportation? Dr. Dawkins explained that it is all transportation, i.e. combining routes,

restructuring routes, etc. He said there are approximately 400 buses and the transportation staff has been working on rerouting and will continue to do so in order to find savings. Magnet transportation, even though they knew there were challenges, was discussed because of exchange bus locations and ways we can be more efficient with our resources. Dr. Dawkins explained that staff has held a preliminary meeting with SporTran representatives, the city transit system, as a possible means of transportation also. Mrs. Bell asked if staff has an exchange route in the northern part of the parish and the western part of Caddo to come to the Fairgrounds? Ms. Priest explained that the specifics relating to transportation are on the agenda later in the meeting.

Mr. Riall asked Mr. Lee if the savings reflected in the approved Vision 2020 Plan, i.e. \$14 million in operations, school closures, will be in the proposed budget when it is presented to the board? Mr. Lee explained that they are not reflected in the current documents being discussed; however, they are reflected in the numbers presented in the second document. Mr. Riall asked about the draft and under expenditures, it appears that transportation has basically stayed on target over the last five years and not increased. He said he sees the biggest increase in instructional services and asked how long will we be able to take a \$10 million a year hit, or continue the \$5 million increase each year for the last 5 years in instructional services, will it be for another 5-10 years? The superintendent answered absolutely not. Mr. Riall stated that it appears that 85% of the expenditures are in people and we are trying to cure 85% of the budget woes with the remaining 15% in expenditures. Dr. Dawkins noted that the percentages are correct, but it is necessary to cure from a mix.

Mr. Ramsey stated that when talking about savings, he doesn't believe staff has been specific in how staff generated these dollar numbers and he really needs to understand the devil in the details, i.e. if we do close the school, where are the numbers coming from? Dr. Dawkins explained that staff has not given the board a budget today, but has continued to work through the questions generated through the proposed budget. Dr. Dawkins also announced that staff will provide to board members. Mr. Ramsey asked if he is not correct that the details in approving the budget is it must be done by June 30th. Mr. Ramsey said the public has interpreted some the board's discussion as recommendations; however, the board does not have a recommendation. Because the board has a tremendous job before it, he appreciates getting the details and having as much time as possible prior to the vote to review and ask questions.

As far as inquiries relative to where the School Board's revenue comes from, it is through sales tax, property tax and MFP, in addition to a few other minor sources. Mr. Lee explained the millages, where they go, and when they are up for renewal. He also noted questions regarding the rolling forward of property taxes, and shared with the board and audience that the board can approve a roll forward of property taxes, which means we get from the tax assessor a reassessment of all properties in the parish every four years. When we do, if the property values go up the millages go down in such a fashion that we receive the same amount of revenue each year, and it does not mean that if the property taxes increase that we receive more money. Mr. Lee further explained that if the school board chooses to do so, it may roll forward property taxes by approving a resolution that will go back to the last assessment and reset the millages to the higher rate in 2008. If the board chooses to do this, it will raise the millages from 78.2% to 82.81 millages for an increase of approximately 4.6 mills which will generate an additional \$5.4 million for General Fund and \$1.1 million for capital projects. He added that these millages will only be good for one year because 2012 is another reassessment year. Mr. Lee also shared what affect this would have on homeowners' property taxes if the board does choose to do this. He explained that if the board chooses to roll forward, it will have to be advertised in the local media twice with the second advertisement being 30 days prior to the board voting on it. Since this means the second ad would have to be placed by May 20th, Mr. Lee said it is too late to consider this in May, but it would have to be done in June. It will also be necessary for the board to adopt two resolutions, one the way the assessor has set them at the current rate, and then the board would have to approve a second resolution to roll the millage rate back to the higher year, which must be approved by at least eight members of the board.

Mrs. Crawley asked if sales taxes are up and Mr. Lee said they are. She also asked if property taxes are up, and Mr. Lee said they are. She verified that the MFP fund is flat and Mr. Lee confirmed that is correct. Mrs. Crawley asked if this means with other increases, this is actually going down? Mr. Lee said that is correct, the expenses are increasing, but the revenue is flat. She also asked staff if this amount is the assessed value of the home and not the appraised value? Mr. Lee said that is correct. She asked Mr. Lee how the assessed value relates to the appraised value? Mr. Lee stated that is something he does not believe he could answer tonight. Mr. Abrams explained there is a process on assessments whereby one can challenge the assessment which has occurred and the next time is in 2012. Mr. Abrams added that the assessed value should be close to the appraised value, and if someone believes theirs is too high, they can challenge it.

Mr. Lee stated that, speaking for himself, historically his assessment has been less than his appraisal. Mr. Abrams stated that most homeowners want their home assessed lower, and when there is a challenge, the other homes in the neighborhood are compared. Mrs. Crawley asked about the reference to homeowners paying these property taxes; but she believes it to be true that even if you rent or lease property, you also pay property taxes even though it may be in the rent you pay. Mrs. Crawley stated she believes parents would be willing to pay what the increase would be to insure their children have the fine arts programs. She also stated that even though you can say don't cut music, art, when changing the pupil teacher ratio, you cannot cut core subjects, and it is the fine arts classes that will be cut.

Mr. Riall asked staff if the board opts to roll forward, will it be in the property taxes at the end of this year? Mr. Lee responded that is correct. Mr. Riall asked if these funds, or a portion of them, can be designated? Mr. Lee responded that he will get him an answer to this question.

Mrs. Crawford stated that she believes in looking at the numbers, it doesn't look like it is a lot of money, and if that were the case, everyone would be willing to write a check, However, in 2008 some of the homeowners assessments in her neighborhood doubled. She stated that with another reassessment next year, and the possibility that these could increase again, and while it may be good for the budget, she does not believe it would be a good PR move and it would make homeowners very angry. Mr. Lee pointed out that while the numbers do not look like a lot, it is only the increase amount that homeowners will see. Mrs. Crawford reminded everyone that teachers' taxes have increased, and to roll forward the millages would not be the wisest decision the board could make and this should only be considered when there are no other options.

Ms. Priest stated she believes this information is very important to have on the table and the issue is the timeline in which we would have to move forward. Understanding the assessments, Ms. Priest also noted she remembers getting a refund on taxes paid as a result of assessments being doubled. Ms. Priest asked when was the last time the millages were rolled forward? Mr. Lee stated he believes it was 2003-2004. Ms. Priest stated that one of the things to possibly consider might be is this a way to generate additional revenue, because we do have homestead exemption and when looking at the number of homes in Caddo Parish above the homestead exemption, she understands some would be upset. She reminded everyone that staff was asked to bring every possible thing to the table during the budget process and this is only one of the things on the table.

Mrs. Bell said she cares about children, but she also cares about the parents. She said her taxes doubled and she knows that even though it looks like it is only an \$80 increase, it is more than that. Mrs. Bell said there are other ways to balance the budget without rolling forward the millages, but the children and families are the ones that will suffer, and this is the wrong message to send to the public during these tough economic times. Mrs. Bell said we have not voted on anything, and she knows her phone is going to start ringing about this.

Mr. Hooks stated his agreement with Mrs. Crawley and if you change the teacher pupil ratio so music and art can be in the schools, he believes it will make a big difference. He reminded everyone that some of these students excel in these fine arts and are able to secure scholarships to help with their college education. Since we are here for the

welfare of the children, we need to regain the trust of the public before we take anything to the public.

Mr. Ramsey asked how much do businesses pay property taxes because he does not see that listed in the information. Mr. Ramsey stated that he believes passing this on to the consumer through businesses could cost some people their jobs. He encouraged everyone to consider all these angles and the impact on our clients and customers which include students, grandparents, parents and businesses in the community. He also referenced other community meetings he attended with city and parish groups and they are quick to point out that it is the School Board that gets the greatest share of these taxes.

Mrs. Crawley stated that this is not the first thing and she listed a lot of things that have come before the board, i.e. busing, reduction in force, increase in pupil teacher ratio, which she believes is a very bad thing to do and she would do the property tax before this. She reminded everyone that when the teacher pupil ratio was raised last year without the board voting on it, those schools and the parents had the money to hire the teacher that was cut (Drama Teacher). She said there were 12 items and they did not add up to \$20 million so she knows something must give and she is only trying to come up with something to make up the difference, because she does not believe we will come up with \$20 million by cutting people who just walk around doing nothing.

Mrs. Crawford stated that we gave an air conditioning business an exemption and asked if there are any businesses today that are exempt from paying taxes, because she believes if they paid their fair share of the taxes, we would not be having this problem. She also referenced the music and the fact that this was part of the \$750,000 EduJobs funds and we received an additional \$2 million that was to go toward jobs, which you had to have the jobs and the plan to get the money. She explained that the first page of this was reinstating the music, but the board voted to hold off on the second half of this. She asked if the \$750,000 should go toward restoring the music as the board voted? Mr. Lee reported that the total amount of EduJobs funds we will be receiving is \$9.1 million, but almost \$7 million covers the district's reduction in MFP funds. Mrs. Crawford asked about the extra \$2 million that was reported we would receive? Mr. Lee confirmed that it must be used for salaries, and it is a one-time money allotment and staff would need to find another source. She also shared her misunderstanding of this particular situation. Mr. Lee stated unfortunately it is the way the state handled these funds.

Ms. Trammel asked if PTA funds can be used to pay for a teacher? Mr. Lee said he would need additional information, because if they are, the money should be submitted to the school board to pay the salaries.

Ms. Trammel asked if there is an additional tax for rural areas of Caddo Parish? Ms. Trammel asked when will the board receive something in black and white? Dr. Dawkins explained that much of the information is being brought to the board so that hopefully it will not be necessary to change a lot of the original budget. He also explained that at this time, staff is trying to respond to the many requests for information and this is one of many. He announced the board will have a copy of the budget Friday, May 20th.

Mr. Hooks said his solution is the board needs to stop approving things it should not be approving, and then we would have a balanced budget. He referenced the \$10 million for consultants, facilities study, and programs that did not work. Mr. Hooks said if the board wants to get back on its feet, it will be important for the board to begin saying no.

Mr. Lee announced that the sales tax brings in approximately \$75 million a year and is what we budgeted for this year; and at this time, we are doing better than budgeted. He added that in talking with the tax assessor's office, we are going into the third year of the oil and gas leases and he believes they will begin drilling so they do not have to pay the bonus amount again. Regarding MFP, this is flat with this being the third year of the no-growth formula and minimal growth for the coming year. He also noted again that instructional services is the largest area and in every area, people is the largest expense. Mr. Lee shared with everyone the current budget with a projected 2011-12 budget which reflects a \$2.5 million ending balance. Referencing the previous report of a \$14.4 million deficit, he reported that staff has made some changes to get the ending balance to this

amount. He also stated that he didn't want anyone to think that he is saying this is enough, because it is not; and he noted those items that were incorporated to result in this change, i.e. sales tax revenue, staff reductions, building costs in the consolidations, reduction in the retirees that have come back to work, transportation, postponing adding staff cars, Title I set aside for Choice transportation, reduce Central Office out-of-parish travel, reduction in Central Office staff, restructuring purchasing and warehousing systems, one-time transfers from reserve funds, and one-year only leave the annual amount for OPEB in the General Fund.

Mr. Lee also highlighted items not yet in the proposal that staff is considering, i.e. support staff reductions with the consolidation of schools and in other areas; property tax roll forward and freezing the step increase for one year. If the board is agreeable with everything staff has brought, it would generate an ending balance of approximately \$11 million. Additional items staff is looking at include restructuring the year-round schools and additional areas of reduction. Dr. Dawkins added that staff will also pull together a group to look into the four-day week and the impact it could possibly have. All this information will be pulled together and the details presented to the board to the board next week. Mr. Lee also shared with the board a copy of the information on reserve funds. Dr. Dawkins noted a board member's comment about areas of duplication and Mr. Lee noted those that appeared to be double duplication, i.e. Technology Enhancement Fund and Data Processing Reserve Fund may look like they are the same but the first one (Data Processing Reserve Fund) is sometimes used for large needs in technology or an emergency in the Data Center. Mr. Lee also explained that funds not completely used in the line item for operations, it is transferred into the Data Processing Reserve Fund. Mr. Lee also explained that the OPEB money, within in the next month, probably will be moved to the trust and monitored by the investment manager recently approved by the board.

Mrs. Crawley asked about the \$8,500,000 in the OPEB and is this amount not like a drop of water in the ocean. Mr. Lee said it can be viewed that way, but it is also showing the agency is doing something about this. Mrs. Crawley asked what total amount is needed in this fund? Mr. Lee responded about \$600 million. Mrs. Crawley asked for clarification and where will the \$2 million from transfer funds be? Mr. Lee explained that \$1 million would be coming from the Technology Enhancement Fund and \$1 million would be coming from the insurance reserve fund. Mrs. Crawley asked about the General Fund and the 12 items needed, and if the certified staff reduction is increasing the student teacher ratio. Mr. Lee said it is. Mrs. Crawley said if you mark this off, would you then need \$4,700,000? Mrs. Crawley asked if retirees returning to work is \$1,800,000 and the difference in what a lower paid person will cost and is this really what we pay? Mr. Lee explained that we pay a teacher starting out \$40,000 plus benefits. Regarding magnet school transportation and if the \$1,900,000 includes bus drivers as well. Mrs. Crawley asked about the reduction in force for Central Office and is this an actual layoff and will Caddo have to implement a RIF? Dr. Dawkins said that is an option on the table for consideration, but he and the staff are exhausting all other options first. Mrs. Crawley noted that it is listed as one of the 12 items, and asked if it is correct that we can't do a budget until we do RIF? Dr. Dawkins explained that RIF is the result after exhausting everything else, and RIF could be a part of it; and if there isn't an agreement on what it will take to balance the budget, then the option is to implement RIF. Mrs. Crawley asked if she supports all 12 items listed, would we have to do RIF? Dr. Dawkins reminded them that the list is not complete at this time. Mrs. Crawley asked if she votes for the 12 items presented, will she be voting to implement RIF? The superintendent responded that staff will bring a RIF if it is needed; because RIF means that people are separated, some of these people will be absorbed through attrition or they may be doing something different. Mrs. Crawley stated she knows if we vote for a budget, then we need to do RIF. Dr. Dawkins explained that staff has worked close with the board attorney who is guiding them through this; and that in his world, this language would have come a long time ago, but Caddo's policies are different and they cause the process to be a little different. Mrs. Crawley asked about the certified staff reduction and is this why the policy was rewritten to increase teacher pupil ratio? She added when it is shown, she wants to see music, art, Spanish, etc.

Mrs. Bell expressed appreciation for the staff's work and asked the superintendent about the certified staff reductions, the number of certified staff, their position and the money, and the building costs. She referenced retirees returning to work and that they do make \$50,000-\$60,000 and it is important that the board knows how many of these retirees will be lost in reducing the budget by a million dollars. Mrs. Bell said she wants to know the details of positions that will be lost and the dollars each represents. She also asked about magnet transportation and how all transportation can be combined and she would like to see the explanation on paper. Mrs. Bell said she also wants to know the details on the number of cars we have, the cost, transportation for Choice students. In reducing Central Office staff, she would like to know if this is five secretaries, five supervisors, or five maintenance, etc. She said everyone has been nice, but it is now time to put these details on paper for the board and the public. Dr. Dawkins stated that this is unprecedented work in the district and staff will be giving the board exactly what has been asked with the details so that it will all be very clear to everyone.

Mrs. Crawford noted a suggestion that she sent in and has not seen on any of the sheets, i.e. Tulsa, Oklahoma shut down 24 schools and used Central Office personnel to do sub work. She referenced a 2.5 page list of supervisors and rather than paying \$3.1 million for subs, she believes supervisors can be used to fill these positions before paying subs. Dr. Dawkins explained that staff is looking at this and referenced his experience in doing this. Mrs. Crawford also asked about the savings through implementation of the Vision 2020 plan and if they are reflected in the numbers presented? Mr. Lee responded they are, i.e. \$430,000 listed in utility costs plus the maintenance cost on the buildings as well. Mrs. Crawford asked about the libraries and the books, and if these will be moved to the new locations? Dr. Dawkins explained the resources will follow the children. She too commended the staff for their work on providing the board with this information.

Mr. Ramsey asked the superintendent if it is possible the district will receive some additional Federal dollars? Dr. Dawkins said we are hopeful that the reauthorization of the Elementary and Secondary Act (No Child Left Behind) may yield some of this. He also announced about the approval of some School Improvement grants that will help with some of the training and hopefully additional flexibility with these funds. Mr. Ramsey referenced Mr. Lee's comment that all the savings and additional costs are reflected in this budget; however there are no details, and he believes if this is in the documents, that information should be available to the board. Regarding staff reductions, have the area directors, principals, etc. had input in these discussions? The superintendent responded that segments of the organization have been involved. Mr. Ramsey said he believes we are ignoring a valuable resource in those that will have to implement this, and he has a problem with this. He added that before a budget is approved, he believes we need to draw from the knowledge of these before any cuts are made, as they work with this day in and day out. Dr. Dawkins responded that this is not totally accurate. Mr. Ramsey asked about the Title I reimbursement for Choice students and have we ever done this before? Dr. Dawkins explained that Title I has set aside provisions for parental education in several areas, with transportation being one. He said he believes staff has found ways to increase the use of these funds. Mr. Ramsey also restated his concern about not taking advantage of these dollars in ways that will relieve the pressures on the General Fund and appreciates the superintendent taking this step.

Ms. Trammel asked about staffing in Central Office and the use of supervisors in the classroom. She asked if their job descriptions will be rewritten so they can sub, because she believes with all they are responsible for, it could mean removing some of the items already in their job descriptions to be able to sub in the classrooms. Ms. Trammel also asked about the step increases and previous mention that staff not recommend taking this from employees this year.

Mrs. Armstrong expressed her concern over the number of staff reductions and the fact that morale is extremely low at this time because this is being discussed. She said she is hoping these things can be addressed through attrition without letting people go. She also asked that staff provide the board with a list of specific positions being considered; as well as the security numbers because she believes there are some schools that do not need security personnel. While she understands some schools security is worked in different ways, she has observed and wonders if we really need all the security personnel we have

in some of our schools. Mrs. Armstrong also asked for a comparison of the grant dollars we are receiving now as compared to when we had an active grant writer and if we are still getting as many grants as we once received. Also, are teachers still getting as much help in terms of grant dollars. She also referenced the discussion on Title I and asked how many parents participate in the Title I workshops.

Mr. Hooks asked if he is hearing that employees will lose jobs, because before Vision 2020 was approved, he believes the board was told that no employees would lose their jobs. He asked if the board saw this coming when they voted on the Vision 2020 Plan? He shared his confusion as everything being asked of the Superintendent he thought was included in the Vision 2020 Plan. He also thought everything asked of Mr. Lee was in the Plan and asked Mr. Lee to further clarify Instructional Services on the first page. Mr. Lee explained that includes the schools – teachers, teacher aides. In 2008-09, Mr. Hooks noted the expenditure of \$13 million and in 2009-10, it was approximately \$9 million; and 2010-11, approximately \$9 million was spent, for a total of approximately \$27 million even though no teachers have received a raise in three years. Mr. Lee explained that even though a permanent pay raise was not given, the annual step increase or any one-time supplements are included in these numbers, as well as health care costs (increased \$12 million this year and possibly another \$8 million in the coming year), which helped show the increase in these numbers. He added that this is the majority of the employees and is where you would see the major increase. Mr. Hooks said he is concerned that they have not received a raise in three years and we are now talking about freezing salaries.

Miss Green asked about clarification of the staffing and Vision 2020 and will the teachers know where they are going and are they included in these numbers for reduction? Dr. Dawkins explained that staff is in the process of working out the assignments and there is a seniority (process) that will make people wind up where they will. He said staff has not made any recommendations for reductions yet and people will be in different places as we look through attrition and hopefully through attrition, there will not be as many if any at all. With regard to the student teacher ratio, is it planned for this to increase? Dr. Dawkins explained there are several options on the table; however, staff has not brought the final recommendation. Miss Green asked this question because she has lost a school and she does not want to put any more on anyone else and asked that the resources follow the students and she also does not want the student teacher ratio increased.

Ms. Priest stated her understanding that the district has almost 6,000-7,000 employees and there will be reductions, which it is hopeful that much will be done through attrition. However, she said she is also a realist and understands the decisions the board will have to make. She asked if staff has thoroughly looked at the advanced technology at all school plants, and the amount of automation that can happen without an individual. With the amount of money that has been spent on technology, she asked if staff has looked at consolidation of responsibilities? Dr. Dawkins responded that he just met with a department head to discuss this very thing and with the changes in technology and the way we do work, there are job titles in place that are no longer applicable to the work they are doing and has become a part of staff's deliberations.

Ms. Priest asked if, in doing the budget, we are using the principals out in the field, because they may know where specific cuts can be made in their schools. She also asked about transportation routing and efficiencies in this area, as she understands that high school students once rode city buses and if this is a possibility being researched.

Mr. Ramsey said he hopes that we can lay to rest the idea that we are going to discontinue bussing for magnet school students. The superintendent stated that it was only an issue put on the table, and we knew at the time there were some legal issues that had to be looked into. He added that transportation is an area staff continues to look into; and, there is not plan to eliminate transportation for students in magnet schools.

Ms. Trammel stated that in considering high school students being transported by SporTran, she believes Shreveport must be getting a new system since she does not believe the current system is a reliable one. The superintendent explained that staff has held preliminary discussions with representatives from SporTran.

Ms. Priest expressed appreciation for the board's attendance and participation in this budget process for the 2011-12 year to prepare for the decisions that need to be made.

Superintendent Dawkins stated that staff has brought to the board items staff is exploring and some of it will change as a result of information received at today's work session and board members will be receiving the details requested. He said this has been a very deliberate process because it is unprecedented in the Caddo system and staff wants to make sure the board receives the correct information needed in making the best decision for the district. Dr. Dawkins said none of this will be easy for the board, for the staff, but it is important to take steps to insure the fiscal stability of the district.

Mrs. Armstrong recalled that when Keithville School opened one of the first questions asked was relative to teacher input, as the architects had never built a school and as a result, there was a lot of wasted space. She encouraged the superintendent to get teacher input on some of the items discussed because they are the ones in the trenches every day.

Mrs. Bell asked the superintendent to look at travel expenses for the board and the possibility of cutting travel at the board level.

There being no additional discussion, the meeting adjourned at approximately 6:05 p.m.

May 17, 2011

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, May 17, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Crawford led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE APRIL 19, 2011, APRIL 20, 2011, APRIL 26, 2011 AND MAY 3, 2011 CPSB MEETINGS

President Priest announced that the May 3, 2011 minutes are not complete for board approval.

Mrs. Bell moved, seconded by Mr. Burton, to approve the minutes of the April 19, 2011, April 20, 2011, and April 26, 2011 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of marketing and 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.

Regional Science and Engineering Fair. The following students were recognized as winners in the International Science and Engineering Fair: (1) Elementary – Caroline Brakeville, Katelyn Grice and Laura Derbonne, Eden Gardens; Hunter Breedlove and Miriam Peters, Riverside; Solomon Price, A. C. Steere; Tylon Robinson and Cameron Carter, Judson; and Nicholas Erwin, Eden Gardens (Elementary Overall Regional Winner); (2) Middle – Neil Nathan and Alexandra Wells, Caddo Middle Magnet; Geoffrey McCutcheon, Youree Drive; and Kyle Dockendorf, Caddo Middle Magnet, Middle School Overall Regional Winner; and (3) High Schools – Charles Weston Graham, Cole Weinland, Daniel Wheeler, Delaney Lake, Hanna Thomson, Henry Lin, Joy Shan, Luke White and James Young, (High School Overall Regional Winner), Caddo Magnet High. Also recognized were Rugh Bishop, Caddo Magnet High, High School State Winner; and Ethan Skaggs, Caddo Magnet High, High School Overall State Winner.

2011 Louisiana Skills USA Contest. The following students were recognized for outstanding accomplishments in the Louisiana Skills USA Contest held in Shreveport last month: Cady Tucker, Samantha Cummings, Cameron Miller, Hunter Lyman, Logan Shoalmire, Jordan Criwell, Trinity Williams, Michael King (elected State Officer), and Joshua Taylor.

Character Education Poster & Essay Contest Winners. The following students were recognized as winners in the Character Education poster and essay contest: Elementary Division, Christyona Sanders (Cherokee Park), ECE 1st Place; Seveon Ragster (Cherokee Park), Kindergarten 1st Place; Mallory Atkins (Arthur Circle), 1st Grade 1st Place; Shakera Webb (Central), 2nd Grade 1st Place; Aaliyah Shepard (Sunset Acres), 3rd Grade 1st Place; Trinity Knight (Barret), 4th Grade 1st Place; Aidan Killer (Arthur Circle), 5th Grade 1st Place; and Darius Hall (Lakesore), Overall Elementary Winner. Middle School Division, Rickey Brooks (Alexander Learning Center), 6th Grade 1st Place, JaMiracle Taylor (Caddo Middle Magnet), 7th Grade 1st Place; Jessica White (Caddo Middle Magnet), 8th Grade 1st Place; and Kendrick Granville (Ridgewood), Overall Middle School Winner. High School Division, David Tarver (Northwood), 10 Grade 1st Place; LaBrittney Griffin (Northwood), 11th Grade 1st Place; Caroline Cobb (C. E. Byrd), 12th Grade 1st Place; and (4) Allison Waddell (Capt. Shreve), Overall High School Winner.

Keithville Middle School Basketball City Champions. The following members of the Boys and Girls Basketball Teams at Keithville Elementary/Middle School were recognized as City Champions: Boys – JaMarea Applewhite, Al Atkins, DeSabian Bossett, Gabriel Devezin, DeAndrea Drew, Calvin Daniels, Daterrius Hubbard, KaJuan Johnson, Dominique Martin, Coriel Parker, Charles Reynolds, Aaron Roberson, Richard Rose, Phillip Steward and Octavian

Alexander. The boys' coaches are Billy Davis and Otis Taylor. Girls – Valerie Adams, Tajah Brunson, Eraka Harris, Daija Hicks, Caitlyn Jenkins, Ariele Jones, Ronessa Murff, LaShun Porter, Genieve Reyes, Kylah Snow, Chazity Thomas, Alexis Webster, Africa White, and Zykeira Wilson. The girls' coaches are LeTerrence Williams and Tony Williams.

Recognition of CPSB Members for Meeting Continuing Education Requirements of LRS

17:53. Attorney Reginald Abrams explained that what was at one time Act 380 is now referred to as LRS 17:53. This statute was revised in 2010 to increase the required training and instruction each year to six hours. He announced that the statute was also revised to allow board members to receive credit for attendance at the National School Boards Association annual conference. Mr. Abrams also explained that board members receiving 16 hours of continuing education credits in 2011, and 6 credits for three consecutive years, will also be available to receive the designation of distinguished school board member certification. Requirements met must be recorded in the school board's minutes and districts with schools in AU status must earn two hours credit a year in this area. Dr. Dawkins announced that Board members Green, Hooks and Trammel will not receive this recognition today as Mr. Hooks was filling an unexpired term in 2010 and Ms. Trammel and Miss Green were not on the board until January 1, 2011. The following board members were presented certificates of compliance of LRS 17:53 for the year 2010: Steve Riall, Willie Burton, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell.

VISITORS

Irma Rogers stated that on May 3rd she submitted questions regarding schools in the Martin Luther King Jr. area and she still does not have the answers to her questions. She also shared needs and requests from parents and other concerned community persons. Mrs. Rogers prefaced another speaker on this topic and petitions secured. She said many are very concerned about this merger (JS Clark and BTW). She explained that the petitions are asking to rescind the Vision 2020 Plan to allow more time to study the implications it will have on the children and the future of the schools. Ms. Rogers also stated that she contacted the Chief Academic Officer more than two weeks ago and there has not been anything provided in writing thus the parents and the community are being left out of this process. She noted the affect closures will have on these communities and asked that their questions be answered and for the process to be fair.

Middie Farrow shared with the board 1200 petitions regarding their concern about the 13 schools being closed and busing the 7th and 8th grade students. She noted that the Vision 2020 Plan presented is different than the plan originally presented at the high schools. Ms. Farrow also said it is a concern that if they had been outside the school board picketing and saying they would not allow their schools to be closed, maybe it would be different today. The board and the superintendent were asked to rescind this plan and allow the community to provide input, as well as businesses, and avoid what they believe will cause irreparable damage to the students and young parents. They do not want these schools closed.

Jon Glover, employee, reminded the board the number of times she has appeared before the board and superintendent prior to the compensation plan and its inadequacies. She said this plan devalued the work of the employees and today she addressed the 2011-12 budget being discussed and the importance that every board member understands every aspect of the budget in its entirety before implementation. Ms. Glover stated that the purpose of the aforementioned statement is to enlighten the decision makers that this budget will affect many lives, internally and externally. With a \$14 million projected deficit, she said it is incumbent upon each board member to make certain no stone is left unturned in rectifying this situation without further destruction to the workers of the Caddo Parish School System. She said the employees are depending on the board to make a conscious decision whereby the system can operate effectively with a budget that meets the needs of the system without destroying and devastating this institution. Ms. Glover stated that attending the workshops has not divulged any specific information and she hopes that being privy to the budget on Friday, May 20th will put employees' minds at ease. She said the responsibility falls on each board member that the budget adopted will benefit the school system as a whole and not placate something that is not visible to the naked eye. Ms. Glover noted that Vision 2020 will impact the lives of the employees of the system, but the students as a whole and it is a necessity that the board revisit this plan and make sure this plan is in concert with what was presented to the public. If the budget does not mirror the Vision 2020 Plan, she said there is a need to realign the board's

decision when making a decision to accept or deny the budget. She said she has tried to understand the budget work sessions; however, she doesn't feel like she knows anymore today than she did when they began. This budget should bring about a continuity of all that will be affected, and she reminded the superintendent and the board that hurrying through a process has grave impact and it should be approached in a manner that will bring about the best for the Caddo Parish School System as a whole.

Jeremy Green, parent, shared with the board the trouble and obstacles he encountered for three weeks in working with the Attendance Department to provide the necessary documents needed to enroll his child in preK.

Frederick Henson, BTW Alum, addressed the board on the new configuration of Booker T. Washington and J. S. Clark. He noted that the initial plan suggesting that Fair Park be closed; however, when the people stood up, it was changed. He noted the same for Blanchard, but when the people stood up, it was changed. Mr. Henson said he believes the burden of the budget is being put on the African American community schools. He said when leadership fails, it is time for the people to stand up; and he invited the superintendent and board members to attend a meeting at Mt. Canaan Baptist Church with the BTW Alumni regarding the closures and changes being made as a result of budget cuts.

Myisha Sanders, parent, addressed the board about her concerns as a parent and BTW alumni because her daughter, a middle school student, is too young to be in the same facility with high school students. She noted how J. S. Clark is continuing to improve daily and she believes this decision is pulling the rug out from under the principal and the students. Ms. Sanders stated that BTW is not an option and she will send her child to a private school. She encouraged the board to step back and look at other possible solutions.

LeAndrea Humphrey asked the board to explain what is being done to test the students' intrinsic values, do you know what they like to do and are teachers encouraging them in their studies in that direction. His belief is if this is done, the district will see a decline in the drop-out rate.

Daryl Roberson, Caddo Association of Educators, shared his understanding as an educator and a parent that to get the best for our students after all the niceties fail it is sometimes necessary to scold them to get their focus. He noted the scolding the board received at the April 19th board meeting, and he hopes the community has gained the board's attention; but despite everything released in the media, posted on the website and attending the meetings, they still do not understand what is going on with the public school system. He noted there are still many questions relative to Vision 2020, the budget for 2011-12, proposed increase in classroom sizes, transportation, no step increase, etc. Mr. Roberson said the citizens do not feel the board is hearing them or that it cares about their opinions, and he reminded them that it is the citizens who elected the board members to represent them. He also stated the insecurity Caddo employees are feeling during this time, and if the board is on the employee's side.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, referenced information shared last month from a national study regarding new teachers to the profession, and that they are 50% more likely to leave the profession than their older counterparts. While new teachers do not start out with this intention, there are things that are moving them to make this choice. Mrs. Lansdale shared that they have asked new teachers to Caddo to share their experience and the responses they received. She said while they can't speak for the board, she encouraged the board to take into consideration the consequences of its decisions. She added that balancing the budget on the backs of educators and students is counterintuitive to providing a quality education program. Staffing ratios only make sense when there is parity, and not having some schools take the brunt while others don't, having some teachers sacrificing pay increases, so others can have lower pupil teacher ratios, and not allowing the use of available resources so Caddo can compete with other districts. She noted these choices are harmful to the district and the profession. Mrs. Lansdale also shared that they have many times expressed the willingness to work with the board and the administration; however the deal breaker will be when they are convinced that the consequences of the board's choices are harmful to those that they serve.

ESTABLISH THE AGENDA AND PROPOSD CONSENT AGENDA

The Superintendent highlighted the proposed items for consideration. He asked that Item 8.03 "Finance Millage Rate" be postponed for further study and that Item 8.07 "Proposed Revisions to CPSB Policy GCA (Staffing Formula)" be postponed and included with the complete budget being provided to the board on Friday. President Priest announced that items 6.01-6.03, 7.01-7.02, 8.02, 8.04-8.06 and 8.08 are the consent agenda.

Update on Superintendent's Target Schools. Dr. Dawkins announced that staff is awaiting test scores and hopefully they will be available on Wednesday.

Update on Construction Projects. The superintendent announced that this information will be brought to the board at the next meeting.

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mr. Hooks, to approve the consent agenda for the Tuesday, May 17, 2011 CPSB meeting as presented. Vote on the motion carried unanimously and the following is a summary of the board's action.

Item No. 6

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

Certified

Catastrophic Leave, May 10, 2011-June 1, 2011

Sherrie Nave, Teacher, Summer Grove Elementary, 9 years

Catastrophic Leave, May 31, 2011-June 1, 2011

Darron K. Harvey, Teacher, Newton Smith, 17 years

Catastrophic Leave, April 21, 2011-June 1, 2011

Jennifer Thomas, Teacher, Midway Elementary, 5 years

Catastrophic Leave, May 4, 2011-June 1, 2011

Rosetta P. Smith, Teacher, Sunset Acres Elementary, 41 years

Catastrophic Leave, March 7, 2011-April 25, 2011

Michelean S. Cook, Compliance Specialist, Special Programs, 18 years

Catastrophic Leave, April 11, 2011-April 15, 2011

Stacy Long, Teacher, Midway Elementary, 17 years

Catastrophic leave, May 9, 2011-June 3, 2011

Torri Moore, Teacher, Shreve Island Elementary, 3 years

Sabbatical Leave (Medical), Fall Semester 2011-Spring Semester 2012

Deborah Bostwick, Librarian, Northwood High School, 27 years

Sabbatical Leave (Study), Fall Semester 2011-Spring Semester 2012

Joseph Bonds, Teacher, Southwood High School, 16 years

Tara V. John, Teacher, Arthur Circle Elementary, 6 years

Megan Colvin, Teacher, 81st Street ECE, 6 years

Leave Without Pay, August 16, 2011-May 31, 2012

Jennifer Gallant Traweek, Teacher, Caddo Middle Magnet, 3 years

Leave Without Pay, May 23, 2011-May 27, 2011

Kaci L. Kimball, Teacher, Vivian Elem/Middle Magnet, 3.5 months

Classified

Catastrophic Leave, Mar. 18, 2011 (1/2 day, am), Mar. 21, 2011 (1/2 day, am), Mar. 22, 2011

Toni Giles, Bus Driver, Transportation, 26 years

Catastrophic Leave, March 11, 2011 (noon) – May 2, 2011 (noon)

William Bogan, Bus Driver, Transportation, 6 years

6.03 Personnel Transactions Reports. The board approved the other personnel transactions reports for the period of March 26, 2011 – April 25, 2011 as submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved authorizing staff to advertise for the Agricultural and Hunting Lease for the Carver Property and to permit parish school boards in Louisiana to piggyback on CPSB Science Supplies and Equipment Catalog Bid (15S-10).

7.02 Bids (Construction). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets or placed at board members' stations: (1) Camus Electric with a Base Bid, for the sum total of \$962,625 for Project 2012-QB1, "QSCB Data Security Wiring at C.E. Byrd, Turner, and Youree Drive"; (2) Jack Moorman Electrical Contractors with a Base Bid, for the sum total of \$747,232 for Project 2012-QB2, "QSCB Data Security Wiring at Keithville, Vivian and Walnut Hill"; (3) J.D. Electric Company, Inc. with a Base Bid, for the sum total of \$748,351 for Project 2012-QB3, "QSCB Data Security Wiring at Ridgewood, Herndon and Caddo Middle Magnet"; (4) Rimmer Electric, Inc. with a Base Bid and Alternate 1, for the sum total of \$149,900 for Project 2012-404, "North Highlands Lighting Retrofit"; (5) McNeer Electrical Company with a Base Bid and Alternate 1, for the sum total of \$187,000 for Project 2012-408, "Vivian Lighting Retrofit"; (6) Camus Electric with a Base Bid, for the sum total of \$896,215 for Project 2012-QB4, "QSCB Data Security Wiring at Huntington, North Caddo and Northwood"; (7) HMR Electrical Contracting, with a Base Bid and Alternate 1, for the sum total of \$361,900 for Project 2012-405, "Ridgewood Lighting Retrofit"; (8) Thermo-Technics Air Conditioning, Heating & Refrigeration, with a Base Bid, for the sum total of \$228,000 for Project 2011-075, "A. C. Steere HVAC Upgrade Gym"; (9) Bowman Grading & Asphalt, Inc., with a Base Bid, for the sum total of \$221,011 for Project 2012-215, Green Oaks Bus Loop Paving; (10) Bossier Electrical Contractor, with a Base Bid and Alternate 1, for the sum total of \$170,400 for Project 2012-406, "South Highlands Lighting Retrofit"; (11) HMR Electrical Contracting, with a Base Bid, Alt. 1, Alter. 2 and Alt. 3, for the sum total of \$863,840 for Project 2012-407, "Southwood Lighting Retrofit; (12) Re-advertise and re-bid at a later day Project 2012-QB5, "QSCB Data Security Wiring for Caddo Career Technology, Caddo Magnet and Captain Shreve"; (13) Hope Contractors of Shreveport, Inc., with a Base Bid, for the sum total of \$727,628 for Project 2012-QB6, "QSCB Data Security Wiring at Caddo Middle Career, Donnie Bickham and Broadmoor; and (14) Industrial Roofing and Construction with a Base Bid for the sum total of \$377,913 for Project 2012-210, "Herndon Roof Canopies".

Item No. 8

8.02 Finance Revision General Budget. The board approved the revision to the 2010-11 General Fund Budget as recommended by staff and submitted in the mailout.

8.04 Finance Sales and Use Tax Commission 2011-12 Budgets. The board approved the 2011-12 Operating and Capital Outlay budgets for the Caddo-Shreveport Sales and Use Tax Commission as submitted in the mailout.

8.05 Revisions to CPSB Policy GBM. The board approved the proposed revisions to CPSB Policy GBM as submitted in the mailout.

8.06 Salary Schedule Reassignment Recommendation. The board approved the implementation of the reassignment of the Senior Clerk II/Risk Management position from Grade D to Grade E on the Professional and Non-Administrative Grade structure effective July 1, 2010 as recommended by staff and submitted in the mailout.

8.08. Montessori – Non Adopted Book Order. The board approved the request from the Montessori School for Shreveport for a special waiver to exceed the allotted 10% for non-adopted textbooks and materials of instruction as submitted in the mailout and as required by the Board of Elementary and Secondary Education.

TRANSPORTATION BUS REQUESTS

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the following requests for use of buses as submitted in the mailout: (1) LaPREP Program at Louisiana State University in Shreveport to transport students for field trips between June 6th and July 22, 2011; (2) Educational Talent Search Program of Southern University at Shreveport to transport students participating in their summer tutorial program; (3) LSU AgCenter/Caddo Cooperative Extension Service to transport Caddo youth to and from Grant Walker Educational Center in Pollock, LA to attend camp from June 13 to June 17, 2011; (4) Shreveport Green/ShrevCORPS to transport students to a free Environmental Earth Camp at Walter B. Jacobs Park between June 1 and July 31, 2011; (5) Yazzy Program of Shreveport to transport students who participate in their summer

program June 13, 2011 to July 22, 2011 and (6) Trio Upward Bound Program of Southern University in Shreveport to transportation students who participate in their summer program June 15, 2011, June 22, 2011, June 29, 2011 and July 6, 2011. Vote on the motion carried with Mr. Burton abstaining since Southern University is his employer.

Finance Millage Rate. *Mr. Riall moved, seconded by Mr. Rachal to adopt the resolution for the 2011 Millage rates as recommended by staff and included in the mailout. Mr. Rachal asked who and why is this item being postponed because he believes the board should proceed with voting on this to leave them as they are. Mr. Lee explained that the board cannot vote on this item today since proper notification (24 hours in advance of action) was not posted in advance because staff received a request at the budget work sessions to look at rolling forward the property taxes for a substitute motion. Mr. Rachal asked if all the proper notifications took place for the item listed on the agenda? Mr. Lee added that the agenda must be posted on the building at least 24 hours prior to the board meeting that a substitute motion would be brought forth, with advertising 30 days in advance. Mr. Rachal said there is no substitute motion and Mr. Lee explained there was to be a substitute motion. Mr. Rachal asked for clarification and that it is the posting on the building that we did not do, and Mr. Lee said that is correct. Mr. Rachal stated that he is baffled that this is being postponed and he knew nothing about it until tonight and now the board has no choice. Mr. Rachal asked for clarification on *Roberts Rules* and how this is to be handled? Mr. Abrams explained that *Roberts Rules* is being trumped by state law because of the state requirement to post specific language 24 hours in advance, and at this time we have not met the requirement to vote on this. Mr. Rachal asked Ms. Priest if anyone calls and asks for postponement, is it granted? Ms. Priest responded that if a board member asks to pull an item, yes; and this has been done before when a board member has indicated they do not want to move forward on that particular item. She also pointed out that this item does not have a board member's name beside it. Mr. Rachal said he is disgruntled because it was on the agenda to be voted on and it could have been pulled or postponed, but the board could have followed through with what was on the agenda and it could have been postponed in the meeting versus where we are at this point.*

Mrs. Bell agreed with Mr. Rachal, but it was posted on the website. Mr. Lee explained that when a millage is adopted, there is certain language that must be added to the agenda and posted at every entrance to the building. This was not done, and he was under the impression he could pull it when he received the request that a substitute motion would be brought forth. He further explained that we are not out anything, but it will be postponed for one month and the board will move to set the millages as they currently are or someone may move to adopt a separate resolution that will roll the millages to the previous amount. Mrs. Bell stated she doesn't understand how one, two or three board members can make this decision. Mr. Lee indicated it was brought up at the last work session. Mrs. Bell said this is playing games and the board needs to take care of business and vote on this item, and she will not support this at this time.

Mrs. Armstrong asked by whose authority was it pulled? Ms. Priest said the item was on the agenda and there was a request to postpone based on the information from Mr. Lee's explanation. Mrs. Armstrong stated that she does not remember this discussion. Ms. Priest stated that she was not at the last meeting during that particular discussion; however, Mr. Lee has explained to the board that because the proper notification was not followed through, the board cannot act on this at tonight's meeting. Mrs. Armstrong stated her understanding, but asked that the next time something like this comes through, we need to follow through and then if the board chooses to act on the item in a different way at the meeting, the board has that option.

Ms. Trammel asked for clarification because Item 8.05 has a board member's name beside it; however, this item was put on the agenda by the staff, so does that mean it can be pulled at any time? Mr. Abrams explained that this agenda is the board's agenda and the staff cannot pull anything that the board does not o.k. When the board comes to a meeting and someone requests postponing an item, the board by consensus agrees to postpone or pull the item. He further explained that Mr. Rachal had additional questions and did not want it postponed, so it is still the board's agenda and it is still on the agenda. At this time, there is a motion and a second on the table that needs to be withdrawn, because the board cannot technically do what needs to be done if it passes. Ms. Trammel stated this item was discussed at the work session last week and no one was notified that it would be postponed or pulled. She asked if someone could explain the process to her in the event in the future she wishes to postpone or pull an item from the agenda.

Mr. Ramsey moved, seconded by Mr. Hooks, to postpone this agenda item until next month per Mr. Lee's recommendation. Mr. Ramsey stated that based on Mr. Lee's and Mr. Abram's comments, he believes we don't have any choice but to postpone. Mr. Riall asked for clarification and can anyone on the staff or board place an item on the agenda? Mr. Riall asked if he puts an item on the agenda through the president and wishes to pull it, can he do that? Mr. Abrams responded it belongs to the board; however, you can ask for it to be pulled and the board would strongly consider your request. Mr. Rachal stated he believes the board has a better understanding and that this item is being postponed because of the laws. *Vote on the motion carried with Mrs. Bell abstaining.*

SUPERINTENDENT'S REPORT

The superintendent reported he is waiting on test scores and will provide information to the board upon receiving them. Dr. Dawkins also announced that an update on construction projects will be provided at a later date.

Mr. Rachal inquired about his request for a legal opinion that he asked to be placed on the agenda under Superintendent's Report.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked if a special meeting could be scheduled to address the millage and the reduction in force. She believes the next meeting will be too long to wait and she believes another budget meeting is needed so everyone knows what is going on. She stated too much misinformation is being put out in the public and she believes it is necessary to address this. Dr. Dawkins explained that he did meet with President Priest and discussed scheduling additional meetings to address these requests.

Mrs. Crawford announced that several buses traveled to Baton Rouge last week and shared the response from those in Baton Rouge on Superintendent Pastorek's resignation. She also shared with the board a copy of legislation being addressed, supported or monitored by the local Legislative Delegation. Mrs. Crawford also reported on an event she attended at Woodlawn and the positive experience she had in visiting the classrooms.

Mr. Hooks asked, when special meetings are called, that board members' additional responsibilities and commitments are considered. He also stated that for many years he was an assistant principal, and those in extracurricular activities were paid for that in a separate check. He said he understands the procedure now is to include it in their paycheck and asked staff to look at this.

Miss Green asked about the procedure for getting your school recognized? The superintendent responded that one only needs to submit it to Mrs. Grayson. She asked if the principals typically do this? Mr. Rachal called for a point of order and that these are requests and should not be discussed. Miss Geen asked about the procedure for principals ordering equipment?

Mrs. Crawley asked the superintendent to provide his best estimate of how many teachers will be told at the middle schools and high schools that the staffing allotment is being reduced?

Ms. Priest announced that board members received a request from LSBA, re: HB403, which will be heard in House Education Committee on Wednesday, May 20, 2011 relative to public school board members subbing in the public school classrooms.

Ms. Priest also announced that information on the Wanda Gunn Live and Learn Scholarship is at board members' stations and those interested in making a donation from the board should submit their check to Ms. Lohnes in the Superintendent's Office.

Ms. Priest asked that staff look at the policy on catastrophic sabbatical leave, especially medical.

Mrs. Bell asked if any other employee worked the number of years in Caddo Parish that Mrs. Gunn worked? She said she believes it would be appropriate to look at naming the Professional Development Center, or other facility, in her honor, and she will bring this back.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Riall moved, seconded by Mrs. Bell, to go into executive session for the purpose of a student readmission appeal. Vote on the motion to go into executive session carried and the board went into executive session at approximately 6:27 p.m. The board reconvened in open session at approximately 6:47 p.m.*

Mr. Riall moved, seconded by Mrs. Bell, to allow HH to walk with her graduating class this year at C. E. Byrd High School. Vote on the motion carried.

Reconsideration of termination of Probationary Teacher. *Mr. Ramsey moved, seconded by Mr. Rachal, that the April 19, 2011 termination of temporary teacher K.J. be maintained and that notice of the board's action be sent to the last known address. Vote on the motion carried. Mrs. Bell was absent for the vote.*

Level IV Grievance. *Mr. Riall moved, seconded by Mr. Rachal, to go into executive session. Vote on the motion carried and the board went into executive session at approximately 6:51 p.m. The board went back into open session at approximately 7:12 p.m. Mrs. Crawford moved, seconded by Mr. Hooks, to reinstate the \$1,500 to the OTs and PTs. Mrs. Crawford shared that she understands the schooling these employees go through and the jobs they do everyday for our children, and she encouraged the board to support the motion. Mr. Hooks reiterated the importance of these employees and their dedication to the children in Caddo Parish. Mr. Rachal shared commendations for this group of employees and for what they do everyday. He encouraged the board to support the motion on the floor. Mrs. Bell shared her support for this group of employees and what they do for children. Vote on the motion carried unanimously.*

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:16 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

May 24, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:45 p.m. immediately following the budget work session and a brief recess on Tuesday, May 24, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

VISITORS

Leann Anglin expressed her concern of the public being referred to as the rhetoric in the community. She said the public is seeking answers and if it is not the truth or if the public does not have the information, that is what is out there. Ms. Anglin referenced her question regarding Haynesville Shale money because she heard it in the public and it was clarified, but it was not rhetoric. She said it is the public's place and right to ask questions. Ms. Anglin also noted the difference in opinion in the definition of transparency and communication and her feeling when the board approved the Vision 2020 Plan on March 24 that none of their questions and concerns were even heard as were expressed at the community meetings. She said she believes the decisions being made are against academic achievement and she finds it unbelievable that the board is even voting on this tonight. Ms. Anglin shared with the board her concerns in cutting art, music and P.E. because these are very important for her child's learning experience.

Frederic Washington shared that he believes there is a difference in activism and education and that is those who speak and those who do and he speaks and he does do. He shared that he is disturbed about the process for releasing the information regarding the reduction of employees. He noted the 10 positions in the AU schools that are day-to-day subs in the classroom and if there are 100 retirees and the district is not able to attract and retain personnel, when the retirees are done away with, it will only do more harm than good. Mr. Washington said that the board cannot expect the public to intelligently comment on anything regarding the school district when the information is not put out there for the public. He also referenced that the budget work sessions have consisted of more questions than answers and asked when will the issues at hand be addressed?

Frederick Henson referenced how quickly we seem to be moving with the implementation of Vision 2020 that there is not opportunity for needed input. He said he does not believe those interested in BTW and J.S. Clark had the appropriate time to study and provide feedback. He encouraged the board to halt any action in moving forward and to hold a moratorium to make sure we are doing the right thing in closing these schools.

Carol Pabst addressed the board on what appears to be a clear philosophy when stating that you want less teacher-centered teaching and more student-centered teaching, more hands on activities, more labs, more inquiry learning. As a science teacher when she hears about adding two students to a classroom, she wants everyone to understand that classrooms are no longer rows of desks filled with students, but the classrooms are very active places. Also, two students does not sound like very much, but in her classroom, two students do make a lot of difference. In a perfect world, Ms. Pabst said she would have no more than 32 students, 8 groups of four students. While these things are not impossible, she wanted everyone to understand that it makes it more difficult for everyone to engage in the activity, which can eventually become a safety issue. She said she does not need more students in the classroom, but fewer.

Theresa Arkansas, addressed the board on the job reductions and why were employees excused from such a meeting that affected their jobs. She said the public also has a job and they cannot get to the CPSB office by 3:00. She stated there is concealed money, money spent unnecessarily on retreats and bad programs and now the board is asking the loyal and faithful employees in the district to be used as a scapegoat to balance the budget.

Michael Myers, CFT/SP, addressed the CPSB on the proposed budget. He said that employees and the public should always be allowed to participate in the process, and the process should be transparent, making all the information available to everyone. Mr. Myers said that in order to represent the people, the board must be willing and able to listen to the constituents and follow

what the people will them to do. He said meetings should be held after 4:00 p.m. and/or the employees should be allowed release time to attend the meetings. He said he has given and dedicated most of his life to Caddo Parish and there were employees that wanted to attend the budget meeting, but when asked for release time, they were denied. Regarding the Technology Enhancement Fund, and according to Mr. Lee and the figures presented, he asked if approximately \$17 million was loaned to the district in 2009 and if we are to pay \$1.1 million every year, why is there still \$16 plus million in that fund; where did the \$2 million went? Mr. Myers reminded the board that they have set aside sacred funds for a rainy day, and it is storming outside. He encouraged the board to use the money as it has been dedicated.

Scott Hughes, Alliance for Education, addressed the board on the staffing formula and he believes we could have been here two months ago. Mr. Hughes stated he is before the board today to reluctantly support the revision to the staffing policy. He noted that he is not a fan of Vision 2020 and believes that we did not get to this time over night and we will not get out of it over night. Mr. Hughes encouraged the board to adopt the proposed change based on the following: (1) after spending four meetings going over things that have no impact on the budget and in many cases are illegal, and could have been taken care of behind the scenes and not in a public forum, the board has finally gotten to where it needs to be – addressing personnel; (2) what is being done is policy-based and most of the difficult changes will be submitted to the principals which may be the first time many of them had any say in this process; (3) cuts do tend to minimize the cuts to the classroom, but the board will have to address staffing and the 300 plus personnel being affected reflect that an attempt is being made to limit cuts to the classroom, and (4) it is a good start. He noted that the board is not adopting a balanced budget and after all is said and done, the board will still be \$15 million out of line. He also encouraged the board to begin to look at next year's budget and continue to provide the public with needed information.

Cleve Arkansas, teacher, shared his confusion and concern when he hears talk of cutting music and art programs. He shared the uniqueness of ArtBreak and all it offers to the students and how experts testify to the fact that these enrichment programs help stimulate learning in the Core subjects. Mr. Arkansas also shared with the board that he will now be merged with a middle school and will be doing these lesson plans in addition to the four or five he was previously responsible for doing. He also expressed his concern that the two grade levels being merged will have different start and ending times and he questions when he will have to report to school and when he will be able to leave with him now serving two grade levels, middle and high school.

Daryl Roberson, Caddo Association of Educators, stated that two months ago on March 24th the board approved the out of kilter straw man version of Vision 2020 without completely understanding all the implications of the plan. He said today they are raising a racket because the modifications to the staffing formula will increase the teacher pupil ratio and put classrooms out of kilter. Mr. Roberson said that one of the obstacles public schools face is overcrowded classrooms where it is not uncommon to find 20 or more in a class, and some may have 30 students or more and only one teacher. He stated that educational philosophers say a lower teacher student ratio results in a higher quality education, and the idea of a student teacher ratio is to provide as much one on one attention as possible for each child. Mr. Roberson asked the board if the needs of the children are really being considered when talking about the proposed changes to the staffing formula? He also shared how the components of planning, management and instruction are all affected by the student teacher ratio in a class. Mr. Roberson encouraged the board to not balance the budget at the expense of students receiving the quality of instruction that will help raise their achievement levels that the schools and the district needs and don't balance the budget on the backs of those providing direct instruction in the classroom and support at the building level. He also urged the board to look for the dollars in the balance sheet that are being saved for a rainy day.

Donna Henderson, teacher, addressed student teacher ratio and that she has done extensive research on this subject. She shared with the board information on Project Prime Time done in Indiana in 1986 that confirmed that students in smaller class sizes scored higher on tests, they had fewer behavioral issues, and teachers found them more productive and proficient. Ms. Henderson agreed that the board is on the right road to reduction in staff, but it should not be teachers, but in administration because this is where the money is. She also said there has not been a raise for three years while continuing to do their jobs and now the board is talking about not granting the annual step increase. She said she believes we should raise taxes and if we don't the problem will continue over and over. She also encouraged the board to not fund the National

Teacher Certification because it was the State of Louisiana that said they would do it, and it is not fair for Caddo to fund it and at the same time have to get rid of teachers. Regarding busing to magnet schools, she believes these parents who make the decision to send their children to magnet schools should drive their children to school and not make taxpayers pay that expense.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, read from the minutes of October 1996 where the Caddo Parish School Board agreed to start the CPSB meeting at 4:30 p.m. to allow other employees and visitors ample time to travel to the building for the meeting. She said this is an indication that the board encouraged participation in the decision making process. She reminded the board that the fact the meeting was scheduled for 3:00 p.m. today prohibiting employees from attending indicates a lack of transparency to the taxpayer and disrespect to the employees. While they know the need for change, they are seeing a depleted fund balance, a Governor who wants to decrease the MFP and a local board that has set aside millions but will not roll forward the millage. Changing the pupil teacher ratio and reducing the number of certified staff will help the bottom line, but given the fact that salary steps and supply money are remaining in place, she believes it could be palatable with the following caveats: (1) before cutting those who actually stand before students delivering instruction, cut the ones that walk around with a clipboard and never stand before students, and (2) play honest by not understaffing large populated schools on the backs of low populated schools. She reminded the board that more students in the classroom mean more discipline problems. She encouraged the board to make sure the working environment in the classroom is second to none. Regarding the classified layoffs, she asked that the policy written is strictly enforced because there are rumors, and reassess what these employees will be doing, and make better choices for Caddo, i.e. salary schedules, tenure, compressing salary schedules, calendars, four day weeks, year round schools, etc.

Virginia Marks shared that she is in agreement that cuts need to be made; however, raising the pupil teacher ratio is going to be devastating. Understanding that these type cuts must come from personnel, she asked who came up with the plan that it would be the salaried, degreed, highest paid people in Caddo Parish? Mrs. Marks pointed out that there was not enough copies of the budget presentation for everyone and noted the page that listed teachers, administrators, librarians and counselors, but the page listing Central Office staff has bus drivers, mechanics, custodians, library clerks (the lowest paid, least degreed personnel) even though they also deal with students on a daily basis. She encouraged the board to see how many of the highly paid, degreed positions are being cut, because there is no way to tell from the information provided. She also suggested that the board ask staff to make the same percentage reduction in their work force as in the work force of those dealing directly with students, because they could do it. She said the reductions need to be equitably spread and it needs to come from the highly paid, highly certified credentialed Central Office staff.

Patricia Manning, librarian, expressed that she is concerned and is addressing the board today advocating for those who cannot advocate for themselves – the students. Mrs. Manning shared with the board that the only reason any employee in the Caddo Parish School System has a job, a title, a career path, a salary, benefits and a retirement plan is because of the students. She said anyone not actively involved in the process of educating the students is not essential to this process. She said cuts made at the school level where the students are not an option, because we are not a profit making organization but are the profession that educates the profit-making profession. She said we are the only functioning democracy in the world and we are mandated to educate the next generation of leaders, workers, decision makers and voters and to fail in this process is to initiate our own destruction. Mrs. Manning said she is proud to be a professional, a librarian, and everyone from the sweepers to the principal at her school are strategically involved in the education of the population of learners and therefore necessary. Central Office crunches numbers and the school personnel teach the children.

Kathy Garner, teacher, addressed the board regarding her concerns for the changes in the staffing formula. She said even though the change doesn't sound like a lot, if it passes, her schools will be staffed with only 12 middle school teachers for 6-8th grade. Ms. Garner said that statistics show the lower student teacher ratio is what brings achievement and that is what we are looking for. She also added that if this passes, they will be looking at up to 33 students in every Core class. Ms. Garner said she lives in Oil City and the middle schools will suffer when they have this many students in a class and the teachers still have to teach additional electives, P.E., art, etc. She encouraged the board to give this additional thought before acting today.

Shane Barbaro, teacher, addressed the board on the closing of Hosston Alternative School and that since they were told Hosston would be going off line, no one has been able to tell them where they (students and teachers) will go. He said they were told no one would lose their job; however, last Friday, one of the teachers received her termination notice. He questions if administration cannot fulfill their promises to the small staff at Hosston, how will the board fulfill promises to the entire parish. He also added that consolidation of the alternative schools is setting up for failure.

Willie Blablock, employee and parent, addressed his concerns in the budget cuts and who will now clean the school, who will do the work. As a parent, he stated he wants to know how his middle school student will interact with high school students and he is unsure about her safety in such a situation. Mr. Blablock said that when the plan was passed, they were not consulted nor had a vote in the decision made.

Sharon Ketchum, parent, addressed the board regarding her concerns for her children who are at Forest Hill. She said the teachers are priceless to the school and the system, but shared with the board the challenges and struggles they face on a daily basis. Ms. Ketchum stated her appreciation for all the teachers do and she does not feel like we show them enough appreciation. She also asked how will the enrollment numbers be promoted in the middle schools to get them up so the elementary school is not affected. Additional uncertainties, i.e. preK program, and concerns were also shared and that increasing numbers will not give the students the best that they deserve.

Donna Judd, employee, addressed the board on the proposed reduction in force and that she believes the CPSB has become too heavy at the top. While it makes sense to cut jobs to balance the budget, she said cutting five jobs at the school level and asking teachers to take 30 students in their classes is not fair. As a teacher, Ms. Judd stated she is appalled that some of her colleagues will be asked to have this number of students in a class when they are held accountable for test scores and for providing small group instruction for struggling students. All will suffer as a result. As a parent, she said she cannot see how the board can justify putting her child in danger of failing by not giving her and other students the best that they deserve and that we can give them. Ms. Judd encouraged the board to rethink eliminating these positions in the schools and be fair to those in the trenches day in and day out.

Irma D. Rogers, president of the Martin Luther King Community Development Corporation, stated that their organization has been and will continue to be an advocate and supporter of education. She said their organization has provided students/schools in the MLK area schools uniforms, school equipment, science lab, etc., but in regard to questions she has asked since April 20th, only two of them were recently answered on the web site. Mrs. Rogers said she believes it is a disrespect to her that she had to get this information from the web site after they did what they did to try and save Linear; and even though it was taken by the state, the community got behind Newton Smith as the middle school for their area. She said they have not received the answers to the questions and needs and she would like to know why. She encouraged the administration and board to reach out in the community and share with the students in that area what will be offered to them in the new school configuration.

REVISION TO CPSB POLICY GCA STAFFING FORMULA

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve Policy GCA as presented by the superintendent with the following exception: under high school, 1800 total students changed to 30:1, 1000-1799 total students changed to 28:1. In addition, band, art, P.E. or music will be required at all levels K-12 and figured outside the regular staffing formula . Mrs. Armstrong said she believes the change presented, after talking with staff, will ultimately give some relief to some of the largest high schools and it will not negatively impact their staffs as the recommendation would have. She encouraged the board to support passage of the motion on the floor.

Mrs. Bell stated that she does not understand where the idea came from that we would be losing art, music and P.E. teachers, and shared what the policy states. She said it indicates that the principal has the ability to use his or her teacher allotment in a way that these opportunities are

made available to the students. Mrs. Bell said she is tired that misinformation continues to go to the media and encouraged the board to support the motion on the floor.

Mrs. Crawley moved, seconded by Mr. Hooks, to accept the superintendent's staffing proposal with the following changes: (1) schools that the enrollment and the actual student count per classroom reaches or exceeds the current Caddo policy for the teacher pupil ratio will not have any increase in the staffing formula or teacher pupil ratio; (2) all schools that are underpopulated will have the staffing formula applied to bring each classroom up to the current Caddo Parish staffing formula or teacher pupil ratio; band, music and art classes will not be affected by the change in staffing. All middle schools and high schools will offer band, music and art. She further moved that the superintendent return with a budget proposal that is balanced and forget the \$15 million that is not balanced and leave a minimum of \$4 to \$5 million General Fund balance. That the recommendation does not include any further changes to the teacher pupil ratio, freezing employee salaries, if the step increase is \$500 or below, does not eliminate the \$200 supply money or eliminate the AU teacher incentives. Mrs. Crawley said that she believes with this motion the board will truly put the focus in the classroom and for the schools that are already staffed, because the numbers are not reality based. She further stated that her motion is reality based because she says students in the classrooms. She shared examples of three second grade classes that all have 28 students in them, as well as in the 3rd and 4th grade classes. She said reality is we are not adding one or two students, because they are already beyond the formula and they should be left alone. She doesn't think the board should be going through the details of the budget, because the superintendent has the expertise; and when the board gives the superintendent it's philosophy that education and the students are the focus, then the superintendent decides which programs are kept or eliminated, which furloughs might be done in Central Office. She added that increasing the teacher pupil ratio is not going to guarantee that all students are reading on grade level by the end of the 2nd grade. Mrs. Crawley said the superintendent can decide to move money out of set asides, to raise property taxes, etc. She said she does not want to go through all these budget meetings, but she wants to tell the superintendent that the board is into education and supporting the students and teachers in the classrooms, and the principals.

Mr. Hooks said he believes we can come up with a budget that can accommodate music and art, because these are gifts from God and we should not deprive students of these enrichments. If we are over populated in the classroom, it is asking for trouble, i.e. more discipline problems, attendance problems, etc. He said he cannot pretend, and will always be straight forward, telling it like it is.

Ms. Trammel asked for clarification on the motions on the floor and when the board votes on the staffing formula, will all the items discussed in the earlier budget meeting, be a part of what the board is voting on? Mr. Abrams stated that he does not have a copy of the substitute motion, but the first motion only deals with GCA, the staffing formula for the schools; and the formula that addresses classified and other support employees, is not in the motion, so it will not cover everything in the budget meetings and will have to be brought back to the board. Mr. Abrams added that the modification made on the original motion will mean a change in the numbers presented to the board. Dr. Dawkins stated that staff will come back to the board with the changes that reflect the directive in the motion passed, and there will be additional changes and the district will not get out of \$20 million without staff reductions.

Mrs. Crawford moved, seconded by Mr. Rachal, to postpone the item, including both motions, until next Tuesday to get more information on both. Mr. Rachal stated that he does not believe budget discussions are complete and there are some areas he believes he can see some savings that would offset some of the reductions. While he does not want to increase the pupil teacher ratio, he would like to spend a little more time to look at this more closely and know that everything possible has been done to preserve the teachers. Mr. Abrams clarified for the board that either motion is addressing a reduction in force and the Reduction in Force policy requires a 30 day notice to the individuals affected by the reduction in force, and the budget ends June 30th. Mr. Abrams also clarified that the district needs a budget approved before July 1 and a decision is needed on what the board will do regarding the reduction in force. If it is postponed and extended another month, the result will be a reduction of additional personnel.

Mrs. Crawford stated that she does not understand how the board can vote on either motion until it has information on the dollars that are attached to either one as well as the number of persons

affected by each, and that she does not understand what legal counsel is telling them about postponing this motion. Mr. Abrams clarified that if the board reduces staff, and in order to make it effective based on numbers, the board needs to vote on the budget and the reduction in force at the same time and 30 days in advance of the expiration because 30 days notice must be given to those employees that will be affected. The fiscal year ends June 30th, and the budget is based on a full 12 months. If you cannot give the employees being affected a full 30 days notice by June 30th, the cost associated with those employees will carry over into the next fiscal year and the numbers presented in the budget will be skewed. Mrs. Crawford asked if the board came back on Thursday would the board be within the timeframe, because she needs to know the impact of these motions before she votes.

Mr. Lee clarified that the first original motion on the floor will add back approximately 11 positions representing approximately \$720,000 added back to the budget, reducing the potential \$6 million to approximately \$5.5 million. He added that he doesn't understand the substitute motion and if the staffing formula is not changed, you will add teachers. Mrs. Crawford asked Mrs. Armstrong if her motion was still two at the high school, one at the middle school, grades 4 and 5 at 25 to 1 and K-2 at 22 to 1. Mrs. Armstrong said the only exception is in the five larger high schools. Mrs. Crawford asked if, at the high school level, it is truly 1:30 or are you still adding two to that number? Mrs. Armstrong said the bottom line for the larger high schools will be 1800 students staffed at 1:30 and not a plus 2. Based on this explanation, *Mrs. Crawford withdrew her motion.* Mr. Rachal stated he does not approve withdrawing the motion to postpone because he believes the confusion indicates more time and discussion are needed for clarification. *Vote on the motion to postpone failed with Board members Crawley, Hooks, Trammel, Crawford and Rachal supporting the motion and Board members Riall, Green, Burton, Priest, Ramsey, Armstrong and Bell opposed.*

Mr. Ramsey stated that he is looking for opportunities to make cuts other than the teacher pupil ratio and asked the superintendent what other possible cuts can be done to get the \$20 million if cuts have already been identified? Dr. Dawkins responded that staff continually looks at every level, location and classification as well as operational areas for ways and cuts that can eliminate any inefficiencies. Mr. Ramsey asked about the expenditures of \$5.6 million under central services because he knows staff needs to stay away from instructional services and look at Items 2-8. Dr. Dawkins said that is correct. Mr. Ramsey inquired about adding central administration and central services together for \$10.8 million; and while he is not advocating eliminating all these persons, but in looking for \$20 million, and before he can vote this motion, he needs to have an idea of what other possible cuts can be made. The superintendent stated that all of central administration is approximately \$20 million, so you then begin to look at the other areas and it will always go back to the school in some way. Mr. Ramsey said that while he may offer ideas and suggestions, he understands that at the end of the day it is the superintendent and the staff that should be offering recommendations and the board adopts or amends them. He added he cannot support the substitute motion without additional clarification.

Mrs. Bell addressed adding more in the substitute motion as well as delaying board action on it, and relative to staffing, the board only voted on Policy GCA. She referenced what the state formula says should be the maximum class size and Caddo is below that number. She further stated that if the formula stays the same and we delay, it will be adding more people, and people need to know if and how they will be affected. Mrs. Bell said the board has had the information and it needs to vote on this staffing formula tonight so principals will know how many teachers they will be allotted and people will know where they will be before school ends this year.

Mr. Rachal called for the question on the substitute motion. Vote on the motion to end debate carried with Board member Crawley opposed.

Mr. Abram clarified that Mrs. Crawley's substitute motion only affects Policy GCA and it is the only item on the agenda tonight.

Vote on the substitute motion failed with Board members Crawley and Hooks supporting the motion and Board members Riall, Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Miss Green said she has heard everyone's comments and agrees with Mrs. Crawley that music and art should be in every school and students in under populated schools also deserve a world

class education. She said she has talked to principals and asked Mrs. Armstrong to repeat her motion with the numbers. Mrs. Armstrong responded that the change would be in the tiered count for high schools and if a school has greater than 1800 total students, the change would be 30:1; if a school as 1000 to 1799 total students, the change would be 28:1. Mrs. Armstrong offered a friendly amendment to her motion that *band, art and music would be included at the middle school and high school levels. Mrs. Bell as the second of the main motion agreed with the amendment to the original motion.* Mrs. Armstrong stated that she was under the impression when these discussions took place that this had been done; however, when the changes were made at M. J. Moore and Newton Smith, these changes were not incorporated across the board at all middle and high schools. She said she believes if it is made a part of policy then it says how important the board thinks it is to have the arts at all grade levels, kindergarten through 12th grade. Dr. Dawkins clarified for the record that the administration has never recommended eliminating art, music or P.E.

Mrs. Crawley asked if this means we will have to come up with some more money from somewhere, other than the teacher pupil ratio? She also said stated that we will not have to worry about lowering the teacher pupil ratio because increasing the number of students in the classroom will increase the drop out rate. Again, she said the board needs to tell the superintendent what its philosophy is and if no one else shows up for work, that's o.k., because the principals, the teachers and the students show up for school. Mrs. Crawley added that she cannot vote to increase everyone's teacher pupil ratio.

Mr. Ramsey said there is a formula listed on the policy for providing art, music and P.E. for student K-8 and asked if he is correct that it guarantees these opportunities are there? The superintendent responded that is correct. Mr. Ramsey said it has been clarified that we will have art, music and P.E. teachers and is included in the formula. Mrs. Holliday added that the column referenced, regarding enrichment teachers, covers the schools that have configurations of K-5, K-6 and K-8 and it does not allocate additional enrichment teachers to the 6-8 schools (middle schools). With the amendment, Mr. Ramsey asked if it doesn't stretch this policy in to the gray areas covering the same formula. The superintendent responded that is correct. Relative to the staffing formula and talking about positions, Mr. Ramsey asked Mrs. Holliday if the ratio for K-1 is not currently 1:20, and are there situations where classroom limitations impact these numbers? Mrs. Holliday said there are some that have kindergarten classes with more than 20 students; however, she is not aware of any that have as many as 28 in it. The formula also allows for some flexibility as noted on the second page of the policy, and many of the schools that have more than 20 students in a kindergarten or first grade class are the schools in the category of three or more stars. Mr. Ramsey also noted that the policy indicates additional staffing may be allocated by the superintendent with budgetary means to address the needs. Mr. Ramsey asked if there are staffing issues at any schools, does the verbiage in the policy allow the board and the superintendent to add staffing positions as they are needed? He said he believes this policy addresses all the needs and he hopes his peers and principals understand that if there is a serious need, staff can look to restricted funds to address those needs. Dr. Dawkins stated there are always unique needs at schools and staff is always open to adjustments being made. Mr. Ramsey pointed out that staffing needs can be brought to the board for consideration; however, he hopes these needs will be addressed. He reminded everyone we have a serious problem that must be addressed; and with that understanding and if there is an urgent need, he hopes staff will address that need.

Mr. Rachal asked for further clarification of the motion on the floor and that student populations of 1800 and above will be allotted teachers at a 30:1 ratio, student populations of 1000 to 1799 will be allotted teachers at a 28:1 ratio and the net affect is approximately \$700,000. Mrs. Holliday said that is correct. Mr. Rachal asked what affect would leaving the elementary numbers the same have? Mrs. Holliday said she was unsure the exact numbers but can get with Mr. Lee and provide that information. Mr. Rachal also stated that the caveats included gives the board the ability to address needs based on policy; however, he does not want this taken advantage of at any particular school. He asked staff how many schools have four stars, and does he understand we will no longer be on the star system, and how will we address this when the districts go to the letter grade system? Dr. Dawkins responded that the star system will go away. Dr. Robinson stated that she does not know the number of four-star elementary schools in Caddo, but confirmed that the conversion to the letter grade system in August even though there will be some delay because of transitions in Baton Rouge. Dr. Dawkins added that Caddo has not received final specification relative to how the letter grading system will apply and once that

is received, staff will bring it back to the board to address. Mr. Rachal asked about any variation in K-1 and the class size of 1:22, will the number ever be allowed to exceed 22? Dr. Dawkins explained that the goal is for it to never exceed the 22, but sometimes there are unique situations, i.e. a kindergarten student moving into the district late in the school year, that the principal would have to consider. Mr. Rachal referenced University Elementary and its size and the possibility of five kindergarten classes at 24:1. Dr. Dawkins said it also becomes a space issue and is something that has to be looked at every school, and the principals are pretty judicious in how they utilize resources; but it is hoped that this policy will build some flexibilities in addressing these situations. Regarding the friendly amendment for arts, music, he asked what will the impact be? Dr. Dawkins responded that staff will have to crunch the numbers after the meeting tonight, and Mr. Lee and HR will have those numbers.

Mr. Hooks asked if all the middle and high schools have music and art? Superintendent Dawkins responded there are some gaps in some of the schools with some having music, art and P.E. and some having music and art; however, the goal is to offer all of them. Mr. Hooks stated that he is against laying off anyone; and he asked if the board supports Mrs. Armstrong's amendment, will we still have layoffs but the number will be fewer? Mrs. Armstrong said that is correct. Mr. Hooks asked if we vote against Mrs. Armstrong's amendment, will the layoffs be greater, and Mrs. Armstrong responded that is correct. She also added that the board would mandate that band, art, music and P.E. be protected subjects and staffed outside the staffing formula. Dr. Dawkins clarified that with layoffs, and depending on the final board decision, a degree of that will affect what happens; and if you protect positions, it will certainly add to the budget. Mr. Hooks stated he believes it will be detrimental to add to the teacher pupil ratio and it looks like it's a matter of the lesser of two evils, but he definitely wants students to have the opportunity to take subjects in the arts.

Mr. Lee responded that if the board does nothing with K-1 and 4-5, leaving them at the current staffing formula, it will increase 45 positions, approximately \$3 million. With the \$6.3 million ending fund balance; however the changes proposed at the high school level will reduce that amount by approximately \$700,000 and this change would reduce it another \$3 million, leaving a fund balance of approximately \$2.6 million. Mr. Rachal asked what would K-1 be? Mr. Lee responded approximately 30 positions.

Mr. Riall moved, seconded by Mr. Burton, to call for the question. Vote on the motion call for the question carried with Board member Crawley opposed.

Vote on the main motion carried with Board members Riall and Crawley opposed and Board members Green, Burton, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:05 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

May 24, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 3:00 p.m. on Tuesday, May 24, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance.

President Priest announced that today is the fourth budget work session and will be from 3-5 p.m. followed by a special called session of the board at 5:00 p.m. to address CPSB Policy GCA. She stated that during the first three work sessions, the board was provided the following documents from the superintendent and the administration: student assignment processes and policies, School Choice information, Annual External Audit done by outside auditors, the Comprehensive Financial Statement ending June 30, 2010 as well as the current financial statement for review (July 1, 2010 – March 31st and April 30th, 2011). Also, revised “draft” working budgets have been provided at the last two meetings. Answers to board members’ questions regarding the 2011-12 budget have been provided as well as fund balances, funds in the restricted accounts, information made available to help the board make the best prudent financial decisions for the district. Information being presented today was provided to the board on Friday as promised by the superintendent.

Mr. Hooks inquired of the Board President who was responsible for setting the date and time for today’s meeting, and President Priest responded that she did. Mr. Hooks asked if, out of common courtesy, board members’ additional obligations might be considered, because the timeframe for today’s meeting is not convenient for his constituents who work during the day. Mrs. Crawley reiterated Mr. Hooks’ concern, because she believes consistency is a true mark of leadership and consistent would be 4:30.

Superintendent Dawkins stated that in continuing the 2011-12 budget planning process, information was provided to board members that resulted from many hours of debate and dialogue. He explained that staff looked at many options, none of which are painless, and all will require that unprecedented action is taken to insure the long-term education and fiscal health of the Caddo Parish School System’s students and staff. Knowing what the National and State picture looks like, Dr. Dawkins noted some of the same challenges other districts in Louisiana are facing as well as others that will in the days ahead, with school district bankruptcy being a new dreaded term in school districts across the state and the nation. Dr. Dawkins added that staff will continue to refine the information provided based on input, and staff will always look for ways to strengthen the district’s fiscal foundation by seeking input from staff at every level, as well as from the employee associations. He said the budget will protect the Core classes, it will force the district to always plan short-term and long-term. He added even after a budget is adopted, there will be much work to do with salary supplements and increases being two areas that continually are brought to the forefront and they will be addressed after the board is satisfied that necessary adjustments have been made to insure the fiscal stability of the entire district. The superintendent apologized to those who feel like staff has not been transparent with the budget process; however, he will not release information regarding the district until he is absolutely sure the Board of Education has possession of the documents and had reasonable time to assess the information. He further stated that while this budget is unprecedented in its potential impact, it is just short of having to do something drastic if any of the processes are delayed. After input is received tonight, Dr. Dawkins announced that staff will formulate the final recommendation while continuing to assess all aspects of the budget, reminding everyone that there is much work to do beyond the budget. Finally, the superintendent said he will be requesting another budget meeting and special session for May 31st, at the board’s pleasure; and at that time, staff will be complete with the budget recommendation and the language to implement a Reduction in Force for affected staff and staff categories.

James Lee, director of finance, stated that tonight’s budget presentation is based on the staffing formula changes being considered at the special session scheduled following the budget work session this evening. One of the areas board members had questions is Haynesville Shale lease/bonus money, and he explained that Caddo has only received approximately \$94,000, not \$40 million.

Mr. Lee presented the General Fund summary as has been given to the board. He said the new ending balance of \$6.3 million is up from what was sent to the board on Friday (\$5.9 million), because of some minor changes made since Friday.

Mr. Hooks asked how sure are we that we will reach the projections in the 2011-12 budget (\$374 million plus)? Dr. Dawkins responded that if we don't, there will be additional problems; however Mr. Lee works closely with the state and his fellow sources regarding projections and this is where he is projecting. While none of the numbers are guaranteed, the State could come in and try to do something different.

Mr. Ramsey inquired about the \$6 million projected surplus and that the statement should really be the ending undesignated fund balance. Mr. Ramsey also noted that even with the newly presented draft budget, we are still spending \$15.2 million a year over what we have coming in, so this is basically a reduction from approximately \$35 million and asked Mr. Lee is it correct that we have corrected \$20 million of the spending problem? Mr. Lee responded it is and stated even though this is not where we need to be, it is moving the district in the right direction. He added that restoring the fund balance to where it was a few years ago will take more than one year. Mr. Ramsey asked Mr. Lee to reiterate the numbers and if these adjustments have come after absorbing the major hits from health care costs and retirement costs? Mr. Lee responded that for 2011-12, it is anticipated that health care cost will increase approximately \$8 million and retirement by approximately \$8 million. Mr. Ramsey verified this means we have an approximate \$18 million built in mandate that is a recurring cost, and Mr. Lee said that is correct. He said if the board makes cuts, cuts should be made in a way that least impacts instruction.

Mrs. Crawford asked staff if before the board saw the numbers was everything (non personnel) considered? The superintendent responded that staff considered many different options and initially tried to stay away from the classroom by also looking at inefficiencies in operations (transportation, warehouse, food service, purchasing). He said staff will continue to look at ways even after a budget is adopted that the district can be more efficient, and he agrees with the statement that this is something that should have been done in the past. Dr. Dawkins further stated that staff looked at every area of the organization and received suggestions from all aspects of the organization. He said he knows there may be other suggestions, but he believes all of them will be equally painful. Mr. Lee added that staff has looked at all areas of the operation to determine everything that needs addressed, but he reminded the board that 85% of the budget represents people. Mrs. Crawford said she understands that, but other suggestions, i.e. 4-day weeks, i.e., were mentioned and she only wants to make sure every possibility is exhausted before talking about laying people off. Dr. Dawkins noted that not only was 4-day weeks suggested, but year round schools as well and staff did not believe something that large could be undertaken for next school year; however a team will be put together to look at those possibilities during the summer and possibly bring some recommendations to the board before January. He also noted the impacts of any of the suggestions made. Mrs. Crawford said while she understands how important these discussions are, she also believes Caddo has been very blessed lately when considering those whose homes flooded by the Mississippi or were destroyed by the tornadoes. She encouraged everyone to keep good attitudes through this process.

Mr. Riall asked about the instructional services and the projected \$9 million increase, one-half which appears in salaries and the other in benefits; and if, down the road, there are plans in place to address this? Mr. Lee stated that is a good question, but since instructional services is the largest area, the majority of the costs are salaries and benefits. He stated that he realizes this, but his concern is will we be able to finance instructional services for the next 10 years by cutting out everything else? Dr. Dawkins responded that the quick answer is no, and you can't even go five years, which is why the focus has to remain on the budget even after a budget is adopted. Mr. Riall asked if there are any opportunities to creatively finance the district's benefits program? Mr. Lee responded that in talking about benefits, we are mandated to pay into the retirement systems, so unless there is a change in state law, we cannot arbitrarily say we do not want to pay into this, but may want to set up 401(k) type plans where the employer contributions are not as much. However, until this law changes, that option is not available. Mr. Lee commended the Insurance Department for their effort to keep the rates down to 6-8 or no more than 10%. Mr. Lee also explained that one thing that will affect the budget in the next 3-4 years is National Health Care Reform and the approximate 2,000 employees that are not on the district's health care plan. By law, he explained we will have to offer them the opportunity to

join Caddo's health care plan which will increase our health care costs even more than it is now. Mr. Riall clarified that he wants everyone to understand that he is not advocating doing away with benefits, but he believes there may be some creative ways to finance these things. Dr. Dawkins also shared that the state and national picture will dictate a lot of what will happen in this area. He also said that over the next school year, we will ask the board to review all of its policies because many of them are outdated and impose upon us what we have done ourselves.

Mr. Rachal shared that the rhetoric coming from the public is not the actual reality which has been alluded to earlier in the meeting, i.e. \$40 million from Haynesville Shale. He said in looking at the numbers, expenses have been reduced by \$7.2 million from the existing budget, gross teacher pay has increased by approximately \$4.5 - \$5 million annually; operational and maintenance expenses have been decreased by approximately \$3.32 million compared to the 09-10 year. Transportation salaries have been decreased by approximately \$1 million with benefits increasing approximately \$8 plus million dollars. Next year it will be 23 percent. Unfunded mandates from National Certification that Caddo is now responsible to fund, as well as the fact that the state supplanted the funds that were to come to Caddo (\$147 million) and they took Caddo's portion from the MFP funds. During the current year, Mr. Rachal noted the \$21.5 million reserve and going from the original budget of \$12.5 million to \$21.5 million. From the public's point of view, he believes they believe less and less money is going to teachers and the difference between the current budget and the budget for next year, we are looking at spending an additional \$5 million in teacher pay. Mr. Rachal also discussed the property millages and that Caddo has in the next couple of years a millage (17.34 mils) and another at 6.95 mils that will be going to the public for approval (23 of 78). He said he states this because he does not believe this is the time to roll forward. He asked staff to look at with the new block system that students could have almost all their credits and only have to attend high school one-half the day, and at this time, the board has not addressed the ability for a student to only attend school one-half day which could help keep down the pupil teacher ratio at the high school level. He asked if staff has looked at changing the policy to allow for this practice? The superintendent responded that staff has not looked at the policy; however, it is something that needs to be looked into. Mr. Rachal asked that staff look at changing the policy so students that have earned the right can attend an internship and/or take college courses. Mr. Abrams explained that the district's policy already allows for this. Dr. Dawkins reiterated that it may be more practice than policy. Mr. Rachal stated he believes this would address some of the class sizes. Mr. Rachal also asked about designated for specific purpose funds and where will the \$2 million come from? Mr. Lee explained that it will come from three sources: the technology enhancement fund (\$16 million) take \$1 million and move into the General Fund for operations and the second is the insurance reserve fund (\$5 million) and move \$1 million from this fund and move it into the General Fund. He added that the third fund is the opposite and each year the board approved for staff to take the Medicare RDS (retiree drug subsidy) money (approximately \$1 million annually) and it is placed in the OPEB trust fund (Retiree Benefit Funding Trust). Staff is proposing for one year only to suspend moving that money (\$1 million) into the trust fund and leave it in the General Fund. Mr. Rachal asked if the ending number of \$6.3 million is because we are shifting money from designated funds into the General Fund. Mr. Lee said that is correct.

Mrs. Bell clarified that designated funds include retirement and health care (\$33 million)? Mr. Lee responded that is correct. Mrs. Bell asked if their (five of the board members) retirement and health care is also included? Mr. Lee said that is correct. Mrs. Bell asked Mr. Lee if he looked at cutting the amount budgeted for board travel? Superintendent Dawkins responded that staff did not cut the board travel as that is the board's decision, but staff will provide the dollar amount in the budget for board travel? Mr. Lee stated that there is a \$100,000 reduction in Central Office and Board travel and he will explain this later in the presentation. Mrs. Bell said she would rather see the Board travel cut and given to instruction. Mrs. Bell also thanked the superintendent for the information sent to the board because she went to a community meeting and it was beneficial in explaining to them and respond to their questions.

Mrs. Crawford asked why MFP is shown as \$199,000,000 plus and this is more than we have been getting, and also \$202 million under state resources? Mr. Lee clarified that there is more than one state source and the \$199,000,000 is only one source. Regarding the increase, Mr. Lee explained that the 2010-11 amount was reduced by the amount for EduJobs.

Mrs. Crawley stated that in all the documents the board has received, the board has yet to receive the document, the book where every employee is listed by number and what they do, which she

said is the bible for the district's budget, and she believes we are working in the dark until we get that document. Mr. Lee responded that the reason this document has not yet been provided is because it is contingent on the staffing formula the board is considering at the special session tonight. He reminded the board that the budget that will come to them is very dependent upon the staffing formula and until staff receives that, the numbers will change. Mrs. Crawley said that as much as she appreciates Mr. Lee, she does not accept that as a legitimate argument and she believes if the board had that document, they could see what we have and what we will have when the cuts are made. Superintendent Dawkins stated that the Board's next document will be that document.

Mrs. Crawley asked about instructional services and is that only a classroom teacher and their pay? Mr. Lee explained there is more to instructional services and you can get an idea from the budget provided tonight on the first page which will provide the total instruction – regular ed teachers, special ed teachers, vocational teachers, other instructional programs, i.e. ROTC, coaches, driver's ed, pupil support, nurses, etc. Mrs. Crawley asked if any of the consultants that go to the schools are listed here? Mr. Lee explained that there may be some in inservice training. Mrs. Crawley asked can it be said that when we increased instructional that we increased teacher pay by \$5 million? Mr. Lee explained you kind of can, and referenced the increases in regular ed teacher salaries, special ed teacher salaries, and vocational teacher salaries which total almost \$5 million. Mrs. Crawley noted the cut of travel by \$100,000 out of \$20 million, but she doesn't believe that is a large focus. She said so that it will be equally painful, she believes you must take the children out of the pain and the first two budget saving items are Vision 2020 and the Pupil Teacher ratio. She also expressed her misunderstanding of why we do not take some of the set aside funds in QZAB (\$4-\$6 million) and why we will not take money out of savings.

Mr. Hooks referenced equally shared and pain and asked how many times will the board be lied to about what is happening? He said he was told to his face that if the board passed the Vision 2020 plan, no one will lose their job, and asked about the \$1.5 million under sales tax? He asked how can the board go to a meeting on the weekend and explain anything when the budget was not even complete (two sheets of the budget the same and one sheet missing)? Mr. Lee responded that this was his fault and the correction was sent out immediately upon it being brought to staff's attention. Mr. Hooks asked if we are going over the budget, why wasn't this caught? He also asked why does staff believe the sales tax will increase? Mr. Lee responded that there have been some positive effects on the sales tax as a result of the Haynesville Shale even though Caddo has not received a lot of lease bonus payments, the equipment they bring in and drilling rigs, they must pay sales tax on when they bring into the district the first time. In discussing this with the sales tax administration, it is believed that it will be at this amount for another year; and at this time, we are up by \$1.5 million over what was budgeted for the year. Mr. Hooks asked about state sources and the Minimum Foundation Program and if Caddo is really expecting the enrollment to be higher this year? Dr. Dawkins responded that it is a combination of things, one being enrollment and another is whether or not the state will give the funding level that they promised, because they kept the \$2.75 million from the districts. Based on this, it is a projection and is the best staff can do at this point. Mr. Lee added that this is based on what is received from the state to date. Mr. Hooks asked about the increase in the Total Other Sources amount? Mr. Lee explained that it is the \$2 million in transfers previously discussed from reserve funds. Mr. Hooks asked about the other sources, and Mr. Lee responded the only other sources are the transfers in from reserve funds, and total other sources is a terminology used in accounting and this year their happens to be only one. Mr. Hooks referred back to the \$374 million and asked how sure everyone is with this figure? Mr. Lee said he feels very comfortable with this figure and he has documentation. Dr. Dawkins stated that he also feels very comfortable with this figure as Mr. Lee has worked very hard and close with the state and local sources and it looks like we are on target, even though there could be things happen at the State level that could change everything.

Mr. Lee shared with the board the items in the proposal, i.e. revenues, transfers from reserves as well as certified and classified support staff reductions, restructuring of purchasing and warehouse system, building costs for consolidations, reduction of retirees returning to work (approximately 100), reduction of purchase of staff cars and buses, transportation for Choice students out of Title I, reduction of Central Office out-of-parish travel for a combined total of revenue and savings of approximately \$20.7 million.

Mr. Riall asked about the \$5.1 million savings on facilities as a result of Vision 2020? Mr. Lee responded that at the last budget work session that amount was revised to approximately \$3 million because of the 6th grade center situation. Mr. Riall said it is not specifically itemized, and Mr. Lee explained that is what will be highlighted later in the discussion.

Mr. Ramsey asked about the savings projected as a result of restructuring the purchasing and warehouse systems? Mr. Lee explained that the majority of this reduction will be in staff and more efficient operations. Mr. Ramsey asked about the \$6.3 million in certified staff reductions and Mr. Lee explained that this amount includes Central Office, non-certified staff and shared with everyone the reductions as a result of the proposed staffing changes being presented at the special session, which changes the staffing formula at the levels depicted. Mr. Ramsey asked about the details on where these teachers are, and Mr. Lee responded that Human Resources has that information. Mr. Ramsey said he comprehends the big cuts that will need to be made and when one begins to look at the positions and the numbers, he believes it will be interesting to see how each school will be impacted, He asked the superintendent about his comment about just short of doing something drastic and asked if the board will have to do something drastic if the proposed budget is not adopted? Dr. Dawkins confirmed that if something is not approved or if there are some additional issues to cause the board to take things off and replace with something else, we will have to be cautious that more pressure is not put on the schools short of having a complete restructuring of all operations which would be drastic. Mr. Ramsey stated he realizes this amount of money will have to be cut to even come close to getting the district's operations in shape and is why he stated at the last meeting the need to engage people on the ground who will be impacted the most, i.e. principals and teachers at the school sites. He asked if he can be assured that this has taken place in the process to come up with the numbers presented. Dr. Dawkins responded that staff received feedback on a couple of levels, i.e. Superintendent's Advisory Committee that consists of representatives from the employee associations and principals (5 or 6), as well as feedback from principals through meetings and surveys. He said some of the things they submitted are some of the things shared in this presentation. The superintendent also stated that approximately 10 additional formulas were looked at, all which have implications. Mr. Ramsey asked Mr. Lee to explain what the QSCB reserve funds are? Mr. Lee explained that in 2009 the district was able to obtain funding and sell \$17 million worth of QSCB (Qualified School Construction Bonds) at no interest and they can only be used for construction or renovation of facilities or the infrastructure in the facilities. The district pledged its constitutional millage, which does not go away and does not require voter approval, but knowing it was needed for the daily operations, the board allowed staff to establish this reserve fund (approximately \$16 million) about 3 years ago to help the General Fund when experiencing years such as this year and possibly next year to repay it (approximately \$1.1 million a year). Mr. Ramsey clarified the district was allowed to borrow money interest free, but the money was placed in a restricted fund in the bank to pay that debt off in time. Mr. Lee said that is correct.

Mr. Hooks asked Mr. Lee to explain building costs and Mr. Lee responded that this is the cost at the schools being taken off-line next year, i.e. maintenance and utilities for these buildings. Mr. Hooks said he has a list of costs for those schools going off-line, i.e. Bethune \$5,950, Hillsdale \$2,159, Hosston \$1,468, M. J. Moore \$3,194, Newton Smith \$2,059 for a total of \$18,106. Mr. Lee indicated he would be interested in talking with Mr. Hooks about these numbers. Mr. Hooks asked that someone explain the restructuring of the purchasing and warehousing system. Mr. Lee explained that Mr. Woolfolk and the Purchasing Department manager presented changes that are mostly at the warehouse, but some in the purchasing department and other departments at Central Office and that these changes will allow for more efficient operations. Tim Graham added that staff is looking to restructure the mailroom and mailroom procedures will be done away with and changed so that departmental secretaries will be responsible for handling mail for the departments. Mr. Graham also shared ways that streamlining the warehouse operations will provide efficiency in the operations as well as savings to the organization. Mr. Hooks asked if these services will be contracted out? Mr. Graham said not at all. Mr. Hooks also referenced the line item to postpone ordering buses and staff cars and he believes staff cars need to be cut out with only the superintendent and director of security having staff cars that can be taken home. Additional staff cars should remain at the office and only used during the day for school business, and asked that the superintendent and staff look closely at this. Mr. Hooks also asked how many retirees are now working for Caddo and Mr. Lee said approximately 100. Regarding the one-time transfer from the reserve fund, Mr. Hooks asked for a copy of the list and Mr. Lee responded he will provide this information. Mr. Hooks asked about the results in review and consolidation of bus routes? Mr. Jones explained that this is an on-going process and over the

past four months, the department has consolidated 29 bus routes, and this has freed up 29 buses. The students on those buses have been spread out over other buses. Mr. Hooks shared his concern about this and that students getting out at 3:30 do not still need to be at the school at 4:00. Mr. Jones responded that the consolidation of buses will help free up buses and help with the late bus situations. Mr. Lee explained that we currently have 15 vacant bus driver positions and Mr. Hooks added that leaving students on a campus too long is only asking for trouble. Dr. Dawkins further stated that these route consolidations will allow us to do more, and do more expediently by correcting inefficiencies. Mr. Hooks noted the problem with Fair Park buses being late the entire school year. Dr. Dawkins responded that staff will look into this.

Mr. Rachal asked how many staff cars are allowed to go home? Mr. Lee responded that some are for those employees who are on call, i.e. trucks that go home with a mechanic in the event a bus breaks down, etc. Mr. Woolfolk stated that out of 256 vehicles, there are 55 vehicles that go home. These are transportation mechanics, security, maintenance vehicles and explained that sometimes these mechanics need their vehicle in the event a bus does not start in the morning, they have needed equipment to travel to where the bus is parked to fix it. He said the maintenance director and supervisors are responsible for addressing any issues 24 hours a day, and security is the same. Mr. Rachal asked if it costs more if the cars are returned to Central Office, warehouse, etc.? Mr. Woolfolk answered that staff has done a preliminary study on this possibility, and they are still assessing this, because the initial study showed if the stipend of 55 cents a mile is paid versus driving the car home, it could possibly save approximately \$55,000. Mr. Rachal asked staff to verify how much school board members are reimbursed for mileage when driving their car to a school board related function? Mr. Lee responded that current reimbursement for any school employee for business purposes is 48 cents per mile, which is expected to increase this year. Mr. Rachal stated that he believes this would be very expensive to the district.

Mr. Abrams stated that employees also get reimbursed for traveling to school sites and there are issues associated with where you begin calculating the mileage, as well as insurance issues because the school board is responsible. Mr. Woolfolk reported that staff is preparing to bring a full report on their study as to how the district should move forward with district cars, stipends, etc. Mr. Rachal asked how many Central Office cars are assigned to staff members? Mr. Woolfolk said he believes there are only four – the superintendent, himself, Antionette Turner, and Dr. Mary Nash Robinson. Mr. Rachal asked Mr. Woolfolk how many miles he drives a day, and Mr. Woolfolk reported that the study indicated 3,100 miles for the year, and Dr. Dawkins was approximately 5,000 miles. Mr. Rachal asked for verification that these vehicles are used for business purposes only? Mr. Woolfolk said absolutely and personal vehicles are used at night. Mr. Rachal also asked for staff to confirm that staff members are reimbursed for out-of-parish travel? Mr. Lee responded that staff has looked at employees' out-of-parish travel and that if someone takes their own vehicle, they are reimbursed, as well as if employees are going from school to school on school board business.

Mrs. Crawley asked staff to review the policies on use of staff cars and trucks and provide her a list of who is assigned cars as allowed by policy. She also asked about the postponement of buying staff cars and buses? Mr. Lee explained that there is not money in this year's budget nor next year's budget for buses, and the \$55,000 was for staff cars only and it has been removed from the budget. Mrs. Crawley also asked how many cars will \$55,000 buy? Mr. Lee said maybe three. Regarding QSCB, Mrs. Crawley asked if this year is the only year we have paid back the \$1.1 million? Mr. Lee said we paid it back last year in May and will again this year at the end of May, 2011. Mrs. Crawley asked what fund was it paid from, and Mr. Lee responded from the General Fund. She asked Mr. Lee to clarify that we can take money from General Fund to go back to this, but we can't take that money and put it back in the General Fund? Mr. Lee said yes we can and that is what is being done. Mrs. Crawley stated that's not one of the QSCB payments. Mr. Lee responded that it is, the Technology Enhancement Fund that has \$16 million is the money set aside to repay the QSCB and is what is bringing \$1 million. Mrs. Crawley asked are we going to pay back the General Fund from last year; but what are we going to do this year to pay it back, i.e. take it from QSCB? Mr. Lee explained that is why a reduction from \$16 million to \$15 million is seen. Mrs. Crawley stated that doesn't add up to the \$2 million, and Mr. Lee said the second million will come out next year. Mrs. Crawley stated that she believes she understands now that we can go back and forth, but we only need to make sure that the citizens meet their obligation. Mrs. Crawley asked Mr. Lee if we have to have \$16 million now for 16 years from now? She added she understands and she doesn't understand why we can't

take this money and use it. Mrs. Crawley stated her philosophy that this is only an exercise the board is going through, but the board needs to provide a philosophy, i.e. our ethics, our educational policy for running a school system, etc. She said she believes a comprehensive total philosophy will help staff determine how to cut \$20 million. She said she will vote for staff to take money away from anything except for an increase in teacher pupil ratio which absolutely stabs the backs of the kids, and this is her educational philosophy. Mrs. Crawley added that it is the superintendent's job to follow the board's philosophy and that is keeping the schools and children safe.

Mrs. Bell asked about the additional sales tax revenue and if this is what we are receiving without an increase? Mr. Lee responded that is correct and clarified that any discussion on a roll forward involves property taxes. Mrs. Bell shared that she has received numerous calls regarding the roll forward option and that they do not support increasing the property taxes. Mrs. Bell also asked about the certified staff reductions in the budget and if it includes maintenance, teachers, etc. to save the \$6 million? Mr. Lee explained that is through the staffing formula that the board will be discussing later in the meeting. Mrs. Bell asked if \$430,000 is what is being spent on the schools before they were taken off line? Mr. Lee confirmed that is correct. Mrs. Bell asked if Mr. Hooks' question was what will the district save? Mr. Lee responded that the \$430,000 is the amount that was spent on utilities and maintenance on the facilities that are being off lined. She asked about the \$18,000 and if that is what the cost will be beginning next year, and Mr. Lee said that is correct. Mrs. Bell asked about the information on reductions relative to regular ed teachers and who are the 79.5 teachers? Jan Holliday, director of certified personnel, explained that each year the staffing formula is reapplied to each school based on their October 1 enrollment of the current school year. Mrs. Bell asked if the 79.5 teachers consist of retirees, teachers with temporary certificates? Mrs. Holliday explained these are positions. Mrs. Bell asked who holds these positions? Mrs. Holliday said the information does not put a person with the position, and it could even be a vacant position. Dr. Dawkins added that it could also consist of retirees who returned to work. Mrs. Holliday also stated that it could be a retiree returned to work position and it will not be at that school next year, and some of the positions held by retiree return to work persons will have to be filled next year and not eliminated from the budget because a teacher will be needed in that particular classroom. Mrs. Bell asked if she understands correctly that the 79.5 positions will save the district \$5 million? Mrs. Holliday said that is correct. Mrs. Bell said to her that is eliminating 79.5 positions and if we are eliminating 100 retirees that have returned to work, then those 79.5 in the classroom should not be eliminated. She asked if some of the 79.5 will be retiring? Mrs. Holliday shared with the board that there are 91 return to work retirees in teacher positions that will be terminated, 57 persons terminated due to their temporary status of only one year, and 61 teachers who have signed retirement papers. Mrs. Bell also referenced the cuts listed in the support staff areas and that many of these she believes will be covered through attrition, so when this information is put out to the public and people do not really understand it, they get upset with the board and the district. She only wants the public to understand these facts and how the savings will occur.

Ms. Trammel stated that when talking about positions without titles, she is not clearly understanding the numbers listed and where the positions listed are coming from. Ms. Trammel referenced the three different formulas previously presented and the staffing formula presented to the board today? Mr. Lee explained that in looking at the non-certified positions being considered for reduction, staff first looked at those positions that were vacant in each category and then staff looked at the school clerical positions that are tied to the staffing formula and because of requests over the years for additional staff approved by the board, they are now overstaffed. The remaining positions that are not vacant will be done on a seniority basis.

Mrs. Armstrong asked if she understands when there is a position reduction, that there will be some cross training so we might ultimately have someone already employed being retrained for another position? Mr. Woolfolk explained that part of the Vision 2020 is to prepare the employees for cross training so that employees could be moved laterally and prepared to take that position. Mrs. Armstrong asked how many retirees does Caddo have for the classified area? Dr. Dawkins responded that Cleveland White reported that there are 22 return to work retirees and 3 of these 22 are housed at Central Office. Mrs. Armstrong asked about those located at the school sites? Mr. White said there are retirees at the school sites in all categories, and they will be the first to be reduced, all 22 of them, 19 at the school sites and the three at Central Office. Mrs. Armstrong asked about other positions other than return to work retirees who have already submitted their retirement papers? Mr. White said 58 have signed their retirement papers and

these cover all the support personnel. Mrs. Armstrong asked if it is available, could they get a copy of the breakdown on these and matched to the reduction list? Mr. White responded that a list of retirees was submitted to the board members. Dr. Dawkins reminded everyone that these reductions are not final; because at this point, these are only recommendations, and the work in front of us is to match these and find a place for everyone possible. Mr. White added that is definitely part of the process and they will look at all those persons who are coming out as a result of attrition. Dr. Dawkins also stated that staff will do everything possible to get as many as possible in place. Mrs. Armstrong also asked what dates are being used for staffing, May 31st of this year, February 1st or last October 1st? Mr. Lee responded that the student count as of October 1 is used for determining staffing formula for the next school year. Mrs. Armstrong asked about the February 1st date? Mr. Lee said discussion has taken place about using that date since it is a more current count. Mr. Lee stated he does not believe it is a great difference, but it is information staff can provide the board by the next budget work session.

Mr. Lee continued by sharing with the board the breakdown of the undesignated \$6.3 million, and highlighted possible savings through reductions in the non-certified support reductions. He stated that the board asked staff to look at things other funds can do to help and that the bookkeeper in the business services area will be paid by Capital Projects which will be a savings to General Fund, and a clerical position in Instructional Services that will be covered by Title I funds. He briefly highlighted reductions in the purchasing and warehousing area as well as the preliminary breakdown of savings in Phase I of Vision 2020 with the consolidation of schools.

Mrs. Crawford asked staff about the 67 school office clerks and school secretaries because these positions are very important to how the schools are operated on a daily basis? She said she is not seeing substantial numbers in Central Office and she believes the schools are taking the greatest hit. Mr. Lee explained that staff looked at the total number of non-certified employees in the district and about 20% of the non-certified employees work in Central Office or the warehouse or other buildings and 80% are in the schools. When looking at reductions and since there is 80% at the school level, it would be expected that the reductions would be in similar proportion and these numbers are within that proportion. Regarding retirees in the classroom, Mrs. Crawford said she doesn't want to see a long-term sub in a classroom if there is a retiree that is qualified to be in that classroom, and she is not referencing certified subs, and encouraged staff to monitor this to ensure that it does not happen. Dr. Dawkins confirmed that staff will monitor this and staff is aware that there are some retirees with unique skills and will be assessing this option.

Mr. Hooks asked about saving money and what do we do when we take funds from one and move to another? Do we ever replace those funds? Mr. Lee said in the case of the two positions mentioned, the clerical position and the bookkeeper that were being paid out of General Fund monies, will now be paid from a different fund and will become a savings in the General Fund. Mr. Hooks asked when will we really see a savings in these type situations? Mr. Lee said you would see an immediate savings.

Mrs. Crawley asked if return to work retirees (principal, supervisor or Central Office) will be gone? Dr. Dawkins responded it includes all return to work retirees. Mrs. Crawley asked if one is a retiree and is a science teacher; and if we need a certified science teacher, will we rehire that person? Dr. Dawkins said staff will assess that situation. Mrs. Crawley asked for the number of teachers that each school will lose with the staffing formula, because she hates voting without that information. She also mentioned that all clerical workers and their jobs are not created equally so because you work at Central Office, you may be making more money, but if you reduce the same ratio, it is as if you are saying the Central Office secretaries will be missed equally to the school personnel and she is saying no one will be missed more than someone at a school site because that is where the children are.

Mr. Rachal asked for the number of positions that are currently vacant, filled by a retiree, filled with a one-year contract, or people retiring, so the board can see the net affect.

Mr. Ramsey asked about the consideration of several million dollars in stipends being paid to the AU school personnel and how this was taken care of? Dr. Dawkins explained that there was a three-year agreement with the MOUs and in consultation with counsel and staff, we are obligated to do this. Mr. Ramsey asked if the district has received any additional funds? Dr. Dawkins said we have not received any additional funds. Mr. Ramsey asked if all the available funds are

included in the numbers presented? Mr. Lee explained that at the present time, the discussion is about General Fund. Mr. Ramsey asked if there are any additional grants sitting out there that may come in and can be applied to the General Fund. Dr. Dawkins said while there may be some School Improvement grants totaling approximately \$4 to \$6 million, staff is looking to see how some of this may offset it. Mr. Lee announced that he will get this information. Mr. Ramsey asked if this means there could be some additional funds? Mr. Lee said if it is available and can be used for that purpose. Dr. Dawkins reminded them that the SIG grants are specifically for the schools that have achievement issues and staff will determine if there is any duplication and the possibility of using them. Mr. Ramsey asked how soon will that be determined and the superintendent stated that staff was just notified last week about the possibility. Mr. Ramsey also referenced the staffing formula and asked if, based on what he sees, the 7-12 configuration will have one administrative staff? Mr. Lee said that is correct and the need for fewer principals but additional assistant principals. Mr. Ramsey asked about those situations where we are taking existing General Fund positions and paying them with Title I funds and if there are any legal issues associated with doing this? Mr. Lee responded there are, but the Title I director has shared with staff that this particular position can be paid from Title I funds. Mr. Ramsey said there were several and he believes one was the mail clerk, and Mr. Lee said that is in Child Nutrition funds. Mr. Ramsey said that while he has always believed there were opportunities to offset some of these General Fund budget dollars, it is important to make sure that it is done very carefully and legally. Mr. Lee added that you must be careful when doing it and staff did work with the Title I director to ensure that this position could be paid from a Federal or State grant and you must also make sure the grant paying it will be around for a while, because there would be a question if the grant was eliminated would General Fund then pick up paying for the position or would the position be eliminated.

There being no additional discussion, the budget work session adjourned at approximately 5:37 p.m.

May 31, 2011

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Tuesday, May 31, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance

Superintendent Dawkins shared with everyone that today was the last day of the school schedule and that he believes the year ended on a positive note. He further explained that today's meeting is the latest in a series of budget work sessions and that the schedule is to have the complete recommendation to the board by June 7th for board action on June 21st. The superintendent stated that the input has been very important in the process and there is still much work to be done. While the district has been faced with the monumental task of balancing the budget as a result of declining revenues and unfunded mandates, the Vision 2020 plan will consolidate programs and help streamline and reduce costs savings to make the schools more efficient. Dr. Dawkins stated that staff will continue to review all programs at the schools and Central Office to determine what is necessary to maintain a fair and balanced educational program. Alternatives to layoffs, and the intent to use attrition as much as possible to balance this year's budget, budget work sessions whereby staff presented challenges for presenting a balanced budget for the upcoming school year have all been considered in the budget process. Dr. Dawkins reported that last week, staff presented the teaching allotment formula to help balance the budget, and today will present additional changes to the clerical staff, etc. to address overstaffing that has occurred over a period of time. The superintendent explained that these changes will result in savings to the district and will help balance the budget; but unfortunately it will result in a reduction of staff, which will require the board to implement the reduction in force policy. After analyzing all positions, staff believes it will be able to maintain a balanced and fair educational program throughout the district. He also added that staff will continue to work on the budget recommendations before bringing a final recommendation on June 7th. Dr. Dawkins also explained that there is also still much work to do in Central Office and the reorganizing of it, and this will be reflected in the final recommendation. The superintendent added that it is not the intent to rehire return to work retiree teachers unless staff cannot fill positions with otherwise certified teachers. He also said that it is not the intent to rehire retired administrators and the numbers represented in the reduction in force is less than presented initially and this is because of eliminations through attrition rather than terminating all persons.

Jim Lee, director of finance, shared with everyone the projected General Fund ending balance, a little less than \$5.6 million. He explained that it is the same information presented to the board last week, but it includes the change in the certified staffing formula and at this time, the budget stands at a \$5.5 million ending balance. He further stated that staff will be asking the board to consider, in a special meeting called for after the budget work session, the clerical staffing formula. Mr. Cleveland White explained that classified personnel was charged with the task of revising the current school clerical staffing formula to address the over staffing of clerical positions that has occurred throughout the years. He stated that the current policy, Policy GDA, was adopted by the board in 1979 and has not been revised since 1987. Throughout the years there have been programs added in many of the schools that required additional staffing and the policy did not reflect those changes which created the over staffing. He said that with the closing of Linear, Linwood, Ingersoll, and Newton Smith Elementary there are many employees that were "double parked" in order to save jobs. Mr. White said some positions were eliminated because policy did not support the positions, i.e. elementary library clerks. Employees that could not be replaced by way of attrition were "double parked" in order to save jobs, but resulting in over staffing. Mr. White stated that the proposed clerical staffing formula addresses the current school levels as well as the newly created school levels, i.e. preK-6 and 7-12. With the majority of Caddo's schools being evenly staffed, the proposed staffing formula will run a basic bare bones approach to staffing, addressing over staffing and justifying placement of staff where it is needed the most. Mr. White shared a handout of the proposed clerical staffing formula explaining that all schools will have at least one secretary and one office clerk. The 7-12 schools will have one bookkeeper and all high schools will have one bookkeeper. All schools will receive one secretary for 900 and less students. Elementary, K-6, K-8 and middle schools will receive two secretaries if they are greater than and equal to 900 students. All high schools, 7-12,

will receive two secretaries if the student enrollment is between 900 and 1,499. In schools with grades 7-12, and because of increase in student population, they will receive three secretaries if the student population is greater than or equal to 1,600 students. High schools between 1,500 and 1,799 will receive three secretaries. High schools with enrollment of 1,900 and above will receive four secretaries. He also shared that high schools are allowed an additional bookkeeper if the schools activity fund is in excess of \$1 million. Regarding office clerks, Mr. White said if a school has less than 900, it will receive one office clerk. In grades 7-12 and with enrollment less than 1,500 will receive two office clerks. High schools with less than 900 will receive one office clerk, and two with greater than 900 students, and the new 7-12 configurations with greater than 1,500 will receive three office clerks and high schools greater than and equal to 900 will receive two office clerks. Mr. White also said there are currently 27 library clerks with most being removed from the elementary schools since policy did not support it; however, the proposed policy says that all schools (elementary, middle or high school) with an enrollment of 750 will receive a library clerk. Schools gaining a library clerk from an increase in enrollment to 750 include Forest Hill, Shreve Island, Southern Hills, Summerfield, Summer Grove, and University. School losing library clerks due to enrollments less than 750 are Academic Recovery, Booker T. Washington, North Caddo, Green Oaks, Ridgewood, Broadmoor, Donnie Bickham, and Vivian. The 270 current clerical positions will be reduced to 197 positions.

Mr. Lee stated that in looking at all the staff reduction, staff attempted to accomplish as much as possible through attrition and that staff is currently looking at a reduction of 313 positions included in the proposed budget before the board. Thus far, he said staff has been able to reduce about one-half of those through attrition, elimination of vacant position, and currently approximately 166 by other means. A list of all positions being considered for reduction was presented along with the areas they cover, representing a total of 225 staff positions. Regarding school based cuts, staff is looking at the part-time custodial and clerical staff representatives, almost one-half of which was addressed through attrition.

Dr. Dawkins announced that staff continued to work on the proposal over the holiday weekend and will continue to work to bring the board a balanced budget for the June 7th CPSB Meeting.

Mr. Hooks stated that in looking at the information received over the weekend that he is concerned about the large amount of money in the line item on recruitment in the Budget Summary. Mr. Lee explained that the large amount in that item (\$4 million) was for the incentives paid to the targeted schools. Mr. Hooks said he doesn't understand how the district can go from plus \$4 million to \$45,000. Again, Mr. Lee explained that these incentives are now located in another line item and highlighted some of the changes from last year's to this year's budget. Mr. Hooks asked when Newton Smith and Ingersoll closed did staff not see this coming. Dr. Dawkins stated that there was some moving of people, as well as the reduction in the number of people and we did see some of this coming; however, what you have is a history of positions that have built up over the years and we are now having to go back and clean it up. Mr. Hooks asked if when combining these schools we will now have two principals, two assistant principals at the same school? Dr. Dawkins responded the formulas were not working and is the reason for going through the staffing formulas. Mr. Hooks referenced the question asked of the superintendent at the forum held at J. S. Clark and the response that no one would lose their job. The superintendent responded that what he has said all along has been that we hope to minimize the impact on jobs, and there is no 100% guarantee of that when you have a \$30 million deficit. Mr. Hooks said he will not vote to lay anyone off, because we have allowed ourselves to get into this place. He stated that in April he requested information on the \$10 million paid to consultants because he believes that is part of the reason we are in this deficit situation. He asked which ones of the consultants were approved by the board? Dr. Dawkins stated that while he did not know what information was being referenced, he does know that the board approved anything that was spent and a significant amount was Federal dollars for teacher training. Mr. Hooks said he received information on April 19th and he is asking that the superintendent show him in writing the date the board approved these consultants and contracts. The superintendent said staff will provide him with the information. Mr. Hooks stated that he is concerned about any reduction in these positions and asked Mr. White to further clarify the staffing formula because he believes it to be outrageous to raise the bar in such a way since there are not that many elementary schools that come close to 900 students. He also said there may be a couple of middle schools (Middle Magnet and Youree Drive) that may have two, but the remainder are not close to the number to have two. He further said that the neighborhoods are dying and Fair Park will never have what they had years ago, but he believes this is making it highly impossible for

them to stay on target. Mr. Hooks said when you take a bookkeeper, secretary and a clerk from a school, this is a big problem and noted what responsibilities these employees have. While he understands the need to make cuts, Mr. Hooks suggested that money from the \$16 million in technology and possibly some of the Title I be transferred and used to keep from laying off people. Mr. Hooks said we are not broke; we have money and asked what is it that is done in Caddo? Is it an assembly line for building cars? No it is not, but it is designated to creating teachers, doctors, lawyers, businessmen; and you cannot lay off teachers because if not for teachers, he would not be here. Mr. Hooks added that the custodians in the schools are irreplaceable. Mr. Hooks asked for clarification on cutting the three mechanics at the warehouses and if one of the three did not just receive a raise when implementing the new salary schedule. Dr. Dawkins answered that he could not respond with those specifics. Mr. Hooks asked the superintendent if he thought it fair for us to change their salary schedule and then lay them off? Dr. Dawkins responded that he was hopeful that we would not have to have this conversation about laying off people and hopefully the final analysis will minimize the numbers even more. Mr. Hooks asked the superintendent and staff to look at his suggestion to transfer some of these funds before a decision is made to lay off people.

Mr. Rachal stated his appreciation for the quick response to his request for additional information and asked for clarification of the following items: Under Section II, General Administration, Budgeted Positions, Mr. Rachal asked if staff has looked closely at the positions and if all are necessary? The superintendent said he believes they are necessary and are consistent with where we are going to be. He added there has been a transition with Mrs. Gunn's former position and believes this is what is needed from the General Administration. Mr. Rachal asked if he believes there are targeted positions that will stay focused in particular areas? Dr. Dawkins said he does. Mr. Rachal also asked about the five General Administration positions, but six clerical positions. Dr. Dawkins responded that the sixth clerical position is the Board's secretary. Under Pupil Appraisal, Mr. Rachal asked if this area could be broken out with how many there are in each classification? So that he can better understand the positions and the responsibilities of each, Mr. Rachal asked that staff provide a breakdown and justification of the positions in the Attendance Department. The superintendent responded that staff will provide the requested information, but reminded Mr. Rachal that this is a department in transition along with the Student Services office. Mr. Rachal noted that with JPAMs in place, he believes there should be some streamlining of jobs and responsibilities and asked if this can be budgeted in next year's budget? Dr. Dawkins stated that he will provide information on what he believes this should look like when presenting the final budget recommendations to the board and this will be done by June 7th. Mr. Rachal asked for clarification on the Instructional Supervisors and can he receive a justification of the positions? Mrs. Turner responded that the instructional supervisors work individually and collectively with teachers in the classroom, training in the content areas, and they monitor DAT teams. Mr. Rachal asked for an explanation on how they break down their time. Mrs. Turner responded that it depends on the content area and if there is more one on one with teachers or another teacher needing assistance on a particular strategy. Mr. Rachal asked if the supervisors specialize in any one Core subject? Mrs. Turner said they are specialized in Core subjects, but they also have specific strategies that will work on improving instruction overall. Mr. Rachal asked that this be broken down so the board can see where the resources are going. He also asked about having someone work full time on grants and if this position is justifiable? The superintendent responded that staff has looked at the grant writer position in different ways: (1) a grant writer that maintains grants since some are repetitive, (2) a grant writer looking for grants outside the regular state level, ie. Foundations, and (3) for hire grant writers that do this for a fee. Dr. Dawkins further explained that staff's final recommendation will give the board an idea of how staff proposes to cover grants. It is important and there is money out there that the district is not receiving and will have someone to commit their time to this, either full time or not if combined with another position. Mr. Rachal followed up on his response to a request for information on the number of bookkeepers and the justification for the number. Mr. Lee reported that there are three departments in the Finance area, i.e. Finance, Accounting/Accounts Payable, and Payroll Departments. He further explained that the Accounting and the Payroll Departments will have the majority of bookkeepers with the number based on the number of grants and the dollar amount in grants. He said there has been some decline in this area as staff has seen already. In the Payroll Department, there are several systems that staff is responsible for to make sure everyone is paid. Departments that do not report directly to him but have bookkeeper positions include the Insurance Department, Purchasing Department (where there is a reduction proposed), and Auditing Department. Mr. Rachal asked that the bookkeeper numbers be broken down by department. Mr. Rachal noted

the years that the district has received excellent financial reports and while he doesn't want to get in any auditing issues, he asked about the possibility of reductions in this area? Mr. Lee responded that he agrees that we do not want to do anything that will create any auditing issues. Mr. Rachal also asked for clarification on the Security Department positions and how they are broken down? Mr. Murry explained that the Board wanted to make certain there was at least one security person on every campus and there is no set formula to determine how many are on a campus and he presented various examples of problems at schools, neighborhoods, etc. that factor in when assigning them to the campuses. He also stated that requests are made by schools and by board members and is why there may be more on a campus. Mr. Murry responded that he can provide the breakdown on numbers and where they are located. Mr. Rachal reiterated that there are 313 positions that are being eliminated and at this time 147 are from attrition and also positions that are still vacant. He said any money that can be saved in the areas he has mentioned might help offset the need for those funds in the future.

Ms. Trammel asked if she understands correctly that this staffing formula being discussed is to be presented to the board for action at a special session on this date? Dr. Dawkins said that is correct. Ms. Trammel asked if there is a formula for clerical staffing at Central Office? The superintendent stated he is not aware of a formula. Ms. Trammel said she is asking this question because in some of the areas, there are a lot of clerical positions that need help and we are bringing in subs to help them, and she believes we should be using staff from within and save this money. Dr. Dawkins stated that staff is assessing this during the budget process. Ms. Trammel asked about the General Fund reduction details and reorganization in the Purchasing Department and if this will be done in other departments, looking at repetitious responsibilities. Dr. Dawkins stated that staff can provide this information. She also said that the district received millions, mega dollars when there was a grant writer on staff. Dr. Dawkins said while we did get a lot of Federal dollars, staff continues to look at this proposal and will provide information to the board. Regarding the Maintenance Department, Ms. Trammel stated there is a need to look closely at those being cut in this area because she does not understand why the cuts are those who make the least amount of money. She said she believes we should look at all the warm bodies and not just specific groups.

Mrs. Crawley asked the superintendent if during his interview he mentioned a sign in his board room that said "only children issues come past this door...". Dr. Dawkins stated that he did not have this sign, but the board had a sign. Mrs. Crawley stated that in going through the budget that is the question she is asking, "what benefits the kids?", and most employees somehow directly or indirectly do. She said if there is a case where there is a name attached to one particular thing, she clarified that she is not talking about the person but about the number and the position. Referencing number VII, Mrs. Crawley noted the increase reflected regarding clerical staff technician and why this increase when schools are being decreased? Mr. Lee explained that this is a transfer from another department and this position was previously under the Information Technology Department and was better suited to Communications so it was transferred. Mrs. Crawley asked for clarification of the decrease under Information Technology of two positions and where is the other position? Mr. Lee said it is a vacant position and is being cut. Mrs. Crawley asked if it is possible to get by without the Fair Share Administrator because this is not a child-oriented position? Dr. Dawkins stated staff is still analyzing all the positions and this is one of the positions; but the final recommendation will reflect more of the positions that the Board is referencing. Mrs. Crawley asked about the reduction of 68.5 regular teachers and how much money does this represent? Mr. Lee responded it represents approximately \$4.5 million. Mrs. Crawley thanked the superintendent for the information provided and asked how many are classroom teachers today and will be cut from the 68.5? Also aren't the administrative assistants teachers that can be in the classroom teaching math, reading, etc.? How many administrative assistants are there in Caddo and where are they located? Dr. Robinson responded there are two at middle school level (Turner and Keithville), and two at the high school level, (Byrd and Fair Park). Mrs. Crawley asked if Byrd and Fair Park will lose an assistant principal and Dr. Robinson said they are not. She also asked about music and art teachers, elementary coordinators, and if they are part of the pupil teacher ratio so it is necessary to have a coordinator for every 28 students. Dr. Robinson said that is not correct, and Mr. Lee added that coordinator positions are in addition to enrichments. Dr. Robinson clarified that they are included in the count of 2,084 teachers and 705 special education teachers. In response to the question of who was included in the regular teacher count, Dr. Robinson stated the regular count of 2,084 includes classroom teachers, JROTC instructors, administrative assistants, elementary coordinators, enrichment, discoveries, alternative program and other parish programs such as

music, Codofil, dyslexia, technology center, Homebound, Homeless, etc. Mrs. Crawley asked about the 68.5 being cut and what positions they hold and what programs are being affected. Dr. Robinson said while she is not certain she understands the question, the number of teaching positions has been reduced by attrition, retirement and other forms of separation, thus we are not talking about the deletion of any warm bodies. Mrs. Crawley said that is not her concern, but her concern is how many actual warm body children are in a classroom or how many warm body children will not be getting an assistant principal, an administrator, a complete curriculum. Dr. Robinson explained that the district is mandated by the State to provide a comprehensive curriculum so there will not be children who will not be serviced appropriately and according to Bulletin 741. She added that it doesn't mean we will not have an administrative assistance, but it does mean we have retained an Administrative Assistant for programs like at Fair Park, where the 7th and 8th graders are being added, and their services will be needed. Mrs. Crawley said she knows we cut band at Herndon, as is true at J.S. Clark, and she is asking what positions are the 68.5 teachers being cut, and are we getting this number because there will be more students in a class or do we get it because we are not staffing all the et ceteras? Dr. Dawkins stated that students will not miss any programs; and while the staffing ratio may be up 2 or 3 more students, there will not be 30 to 40 students in a class. He said the Board made a decision last week relative to the staffing policy to ensure that this did not happen and that every child had opportunity for music, art and P.E. Mrs. Crawley asked if we will be adding a band program at Herndon? The superintendent said staff will look at every program and every school, because some schools have every program and others have less and we will make sure that every school has everything they need. Mrs. Crawley said she only wants to know "yes" or "no" that Herndon will have a band director. Dr. Dawkins explained that he thought the intent of the Board's action last week to insure that students do not go another year without these programs. Mrs. Crawley reiterated that she wants to know if the 68.5 teachers are classroom teachers. Dr. Dawkins stated that staff will follow the formula approved by the Board. Mrs. Crawley shared her concern that she has heard that all the Discoveries teachers are being cut and the Board has not heard this, and she would like to see a list by school of what each is losing. She also asked Dr. Dawkins if there is only \$4.5 million, can we not take the \$5 million budget balance and \$4.5 million from technology (QZAB) for the balance. Also, since we rarely touch the fund balance amount, the QZAB amount would be safe as the balance and we can pay the amount back to the Federal Government and not lose real classroom teachers.

Mrs. Bell asked about the \$10 million for consultants and was this not two years ago and was this spent when we found that the State was going to take Linwood and Linear, and that teachers teaching there would receive incentives. Mrs. Bell said that information is being released to the public that is incorrect and she wishes this to be clarified. Because people get the wrong impression, she asked staff to clarify that we cannot use Title I money unless it is for a Federal program or teachers teaching a Federal program? Mrs. Parker stated that the basic tenet of any Federal program is supplement and not supplant, which means this money cannot be used to provide the same services but it must be used for additional services to enhance the program. She explained that the budget is based on what the schools are doing and sometimes additional teachers are added and paid by Title I, but they are enhancing the regular ed program. Mrs. Bell asked if she believes Turner needs five additional teachers, can she ask for Title I money to pay for them? Mrs. Parker said no, they cannot be paid for regular ed teachers. Mrs. Bell clarified that in changing some of Caddo's schools, the Board stated it wanted to make sure that all are technology ready for the students four and five years in the future, and we can't take from the Technology Enhancement Program and expect to provide what is needed and what may exceed \$16 million in four to five years. Mr. Lee explained that this money was set aside when the Board issued the Qualified School Construction Bonds (\$17 million) to help pay it back. Mrs. Bell asked why do we have a Fair Share Administrator? Mr. Abrams explained that the Board created the Fair Share Program and within the policy it requires that a Fair Share Administrator be hired to administer the program. Mrs. Bell asked Mr. Abrams to explain why the Board wanted a Fair Share Program? Mr. Abrams explained that it is his understanding to make certain that the program was administered properly and make sure that disadvantaged businesses had the ability to do business with the Caddo Parish School System. Mrs. Bell stated that she is only asking that as recommendations are made to remove items from the budget that everyone is only fair. Mrs. Bell asked Dr. Dawkins if the 68.5 teachers are coming out of the 147 retirees, and has anyone said that there will be 30 or 40 students in a classroom? She asked the superintendent if there will be 28 students in a Kindergarten class and the superintendent said that is not the plan. Is it not true that if a first grade class starts the year with 26 students that adjustments will be made to that class to lower the number of students and is the staffing information not listed on

the web site? Dr. Dawkins responded that it is on the web site. Mrs. Bell also reminded the Board that we have day to day subs, and those who are working on their certificate; but she doesn't understand why people continue to say that the Board is moving warm bodies out of the classroom by laying off teachers and putting more students in the classroom? Mr. Lee responded that the Board did approve increasing the staffing formula. Mrs. Bell said staff has done a lot of work, and she is tired of everyone saying the same thing over and over. She said it is time for the Board to get down to business and let these people know where they are going. Mrs. Bell stated it is all about the children and shared her concern for all students and schools, and asked Dr. Dawkins if Caddo is the only parish going through this? Dr. Dawkins said we are not.

Mr. Ramsey asked for clarification on the proposed clerical staffing changes and the additional bookkeeper if a school has in excess of \$1 million. Mr. White explained that when auditors audit the schools, there are finances in some schools that are well in excess of other schools and it is difficult for one bookkeeper to keep up with it all. Mr. Ramsey asked if the bookkeeper numbers for each school are based on the amount of funds, i.e. \$250,000, \$500,000, \$1 million handled by that school? Mr. Ramsey asked if there are any elementary, middle or high schools that exceed the amount of funds that can be handled by one bookkeeper? Mr. White answered that there is currently only one, and the practice has been that one bookkeeper is staffed at schools that have \$500,000 or less in funds. Mr. Ramsey asked about the categories of 7-12 and high schools and the requirement of three secretaries if the enrollment is greater than or equal to 1,500, and if a high school's enrollment is greater than 1,500, the school will get four secretaries. He also asked about the number of office clerks because he doesn't believe the numbers match up? Mr. White explained that it takes two office clerks at the high schools and staff anticipated some of the high schools growing to over 900 students since they will become grades 7-12. Mr. Ramsey clarified that he what he is asking because it says a school will receive three if the enrollment is equal to or greater than 1,500, and a high school with 900 students will only receive two. Mr. White said that is correct and the numbers were aligned with the current policy and after contemplation, staff came up with these numbers. Mr. Ramsey stated that he believes something could be done to adjust and give them additional assistance. Mr. Ramsey asked about the revised budget under instructional services and if the director of professional development has gone away. Dr. Dawkins explained that it is possible that a combination professional development and grant writer combination may be considered in the reorganization of Central Office. Mr. Ramsey stressed the benefit of the grant writer in the past and he does not believe these two positions can be dropped. Mr. Ramsey also asked the superintendent if we have State Department approval of these changes? Dr. Dawkins stated that staff has met with the State Department and Dr. Amy Westbrook of the RSD, they encouraged the district to move forward in the planning. Even though he does not have in his hand the written document, he received communication from Dr. Westbrook on the revisions to the MOUs and the accountability information regarding test scores and he is expecting to receive this information. Mr. Ramsey asked the superintendent if there will be any additional cost to the district for revisions to the MOUs? Dr. Dawkins said he received a message from Dr. Westbrook's office late this afternoon and at this time, he has not had an opportunity to review that communication. Mr. Ramsey asked if these issues will be resolved by June 7th and the superintendent responded that his hope is to have them resolved by June 7th. Mr. Ramsey asked if they are not resolved, will it delay approval of the budget? Dr. Dawkins responded that it will just be a matter of the district doing what it must do. Mr. Ramsey also asked about the 7-12 configuration and how the AU status will be affected by this merger? Dr. Dawkins stated that in the meetings with former State Superintendent Pastorek and Dr. Westbrook, they mentioned there were two or three additional school districts with the same reconfigurations and they would make a decision on all at the same time regarding the scores for the schools. Mr. Ramsey asked when these schools are consolidated, will there be some realization of dollars in the budget reduction that will be used for the opening of a 6th grade center and has the board approved opening another school for a 6th grade center? Dr. Dawkins responded he doesn't know if the Board formally approved opening another school, but he was charged, when the Board approved 7-12 configurations and not 6-12, to find a solution for the 6th graders and this is his resolution. Mr. Ramsey noted there is a lot of work that needs to be done yet on the budget. Dr. Dawkins reminded the Board that staff has another month to finalize the proposed budget before it has to be approved. Mr. Ramsey asked Mr. Abrams if there are any legal issues the Board still needs to address? Mr. Abrams said the MOU is a legal issue depending if the State Department approves it or not and he would like to get this in writing. He said also related to the budget issue that must be addressed by the Board relative to the changes in the school clerical positions and the reduction in force which requires that employees being laid off are given 30 days notice with today being May 31st and 30 days from tomorrow is June

30th. If the Board does not meet this timeline, the district finances will go into July, which is a new fiscal year; and with the budget built on giving these employees a 30-day notice, going into July will begin eating at next year's budget and could mean more cuts. Mr. Ramsey also asked if there are any construction issues in the budget that must be addressed by the Board to get these schools ready, and didn't staff provide an itemization of these costs? Mr. Lee clarified these costs will not be in the General Fund, but in Capital Projects. Dr. Dawkins responded there were significant projects with the 6-12 configurations, but fewer with the 7-12.

Mrs. Crawford asked about the DRAFT document marked 05/02 DRAFT and the deficiency in revenues and ending balances from last week's draft and this one? Mr. Lee explained that the difference between the budget amount for 2011 and the estimated amount for 2012, and the budget is the amount the Board has approved for expenditures and the estimated amount shows how staff believes the year will end, and it is only a coincidence that these numbers are so closely the same. Mrs. Crawford asked if grants are included in the budget and Mr. Lee responded not in the General Fund. Mrs. Crawford asked when the schools are reopened, will there be budget costs (i.e. Newton Smith), and are they reflected in this budget? Mr. Lee said they are reflected in this proposed budget. Mrs. Crawford asked about the 68.5 teacher positions and would it be supplanting if they were rehired? Mr. Lee said we have a number of Title I teachers and positions in other Federal funds and the more we try to add to those it becomes a supplanting issue because we are doing things that we in the past did with General Fund dollars. Mrs. Crawford asked about the \$16 million in the QZAB fund and if the \$1 million was paid back from this fund or General Fund? Mr. Lee responded that it was paid from General Fund this year and the Technology Enhancement Fund will be approximately \$15 million by the end of the fiscal year. Mrs. Crawford asked when we grant construction bids to the low bid, do we have a significant number of change orders that impact the budget? Ms. Priest reminded Mrs. Crawford that is Capital Projects budget. Steve White explained that there is a minimal number of change orders particularly in remodeling jobs because sometimes when you open a wall, additional items that were not covered when the project was bid must be taken care of. Regarding staffing for assistant principals, Mrs. Crawford asked if assistant principals from K-8 schools get less than assistant principals in 6-8 schools? Dr. Robinson responded that Policy GCA (Professional Staff) denotes that there is 1 assistant principal if the student population is less than 600 at a K-8 school, 2 assistant principals if the student population is greater than 600 and less than 1200; and 3 assistant principals for 1200 students. The 6-8 schools receive 1 assistant principal if there are fewer than 475 students enrolled at a school and 2 assistant principals if the enrollment is greater than 475. Mrs. Crawford also asked about the possibility of furloughs in an effort to save jobs? Dr. Dawkins stated that furloughs were mentioned during deliberations, but they are not included in the budget at this time. Mrs. Crawford stated that she only wants to make sure that everything possible is looked at for possible savings.

Miss Green asked Cleveland White about the numbers and if Green Oaks will lose any additional positions other than the library clerk position? Mr. White responded that Green Oaks will receive 1 bookkeeper, 1 secretary, and 2 office clerks. Green Oaks currently has 1 bookkeeper, 2 secretaries and 4 office clerks, meaning they are over staffed by 1 secretary and 2 office clerks. She also asked if a secretary was an office clerk before becoming a secretary, will that person move back to an office clerk, will the cuts be done on a seniority basis? Mr. White responded that when RIF is imposed, it will be based on seniority and a person may not be at the same school. Dr. Dawkins also added that performance will also be considered.

Mrs. Armstrong referenced the reduction of two bookkeepers under business services and if the problems with the new computer program have been corrected, because this could be problematic for the bookkeepers if it is not doing the job we need it to do. Under internal auditing, Mrs. Armstrong asked if we will now have only one auditor? Mr. Lee responded there will still be two auditors, one is currently paid by the Child Nutrition Program and the other by General Fund. Mrs. Armstrong also asked about the reduction details and coordinating Repair Technician I and Repair Technician II and are these positions being reduced from five to two? Mr. Lee said that is correct. She also asked if these are reductions through retirements or through pink slips. She added she is concerned because of the thousands of musical instruments in the parish that these technicians work on. Mr. Lee said this will not affect the music program and Tim Graham confirmed this response. Mrs. Armstrong asked for confirmation that we will still have two music repairmen and Mr. Graham responded that is correct. Regarding the 3 security monitors, Mrs. Armstrong asked if these in this position are the persons who open and close the gate? Mr. Murry responded that they are there to monitor alarms and the technicians

are the persons who install and repair alarms and cameras. Mrs. Armstrong noted it is showing a reduction of two employees and asked for clarification. Mr. Murry said there were two vacancies that are not being filled. Mrs. Armstrong asked how the patrolmen are assigned? Mr. Murry explained that he attempts to work them in two different shifts – evening and midnight shifts and when they work 24 hours, one of them works during the day, as well as a couple of subs. Mrs. Armstrong asked about the attempt to do away with subs? Mr. Murry explained that they are really full time patrolmen. Mrs. Armstrong referenced the proposed clerical staffing and if, in the 7-12 configuration, the 3 in an equal to or greater than 1,500 student population will be split between the middle and high schools. Mr. White responded that they will be staffed separately, i.e. Huntington, Booker T. Washington, Green Oaks, Fair Park and Woodlawn will be staffed 7-12 and Turner will be K-6. Mrs. Armstrong asked if the office staffs will be centralized or will they be separate? Mr. White responded that they will be the same configuration and where they are placed will be based on the design of the building.

As a point of personal privilege, Mr. Riall expressed his appreciation to everyone for their prayers for his wife and announced that his daughter just notified him that the doctor had given them a good prognosis.

Mr. Riall asked about the 294 clerical positions throughout the district and 182 are at school sites and 112 are at sites other than schools. He asked if in order to reach our budget, the 182 in the schools are giving up 72 clerical positions and everyone else is giving up 10, thus schools are being hit with 37% and everyone else with 9%. He said he doesn't believe this sounds as it should and asked if those in the schools with seniority over those not in the schools will lose their job because they are in a school? Mr. White explained that if a RIF occurs, it will occur in the categories designated and determined within the budget, i.e. if it is an elementary secretary, the RIF would have to occur systemwide, and the same is true in the middle school secretaries category and the high school secretary category. Mr. Riall asked if there is a specific reason why the schools are shouldering the brunt of these cuts? Mr. White explained that these positions are overstaffed positions throughout the years based on the staffing formula and this is realigning the positions based on the formula being proposed. Mr. Riall asked if there is not a staffing formula for other locations, but they hire what they feel they need? Mr. White said that is correct. Mr. Riall said he believes it would be different if the schools were involved in this budget, but he believes the schools are the ones taking the hit on this. Dr. Dawkins stated there was a clerical policy in the district, but it was not being followed. Mr. Riall asked if all 66 from the schools were over the staffing formula, and Mr. White responded that the old staffing formula gave schools more positions than the proposed formula, and schools were over staffed as a result of programs added in the schools over the years.

Ms. Priest asked for clarification of the 19 clerical positions in the Human Resources Department. Dr. Robinson explained that staff had conversations with the superintendent about clerical staff assignments in HR; and with the implementation of SunGard, it is expected there will be changes in this department. She also noted the fewer administrators in HR and how SunGard also will bring change with this. She explained that at this time the staff is studying this and will present a recommendation to the superintendent by the next meeting. Ms. Priest asked about the grant writer and that when we had a grant writer she knew we were receiving \$22 and \$23 million in grant funds. She has asked staff to look into this as well as the other options available for having a grant writer in place, because she believes we are missing out on a lot of Federal dollars and would like staff to assess and bring back information to the Board on how this position might best be filled.

Mr. Hooks asked the superintendent about transportation (#92) and if this line item is staff cars? Mr. Lee responded this is where you would typically see staff cars, maintenance, transportation vehicles and this has been eliminated for next year. Mr. Hooks requested that staff rethink staff taking cars home other than the superintendent, directors of security, transportation, communications and risk management, as well as a couple of mechanics. Dr. Dawkins stated staff is assessing this area and information is at Board member's stations on all the automobiles. Mr. Hooks asked the superintendent if he agrees a balanced budget consists of how wise we spend money? Dr. Dawkins responded yes and a lot of other things. Mr. Hooks said he always wants facts and asked the superintendent how many AU schools did Caddo have in 2008-09? The superintendent responded there were seven or eight and a couple under watch. Mr. Hooks asked how many do we currently have? The superintendent responded there are some under AA and some under watch. Mr. Hooks stated \$10 million was spent on these schools to get them out

of this status, and he asked Janis Parker if Title I money can be used for teachers and paraprofessionals in Title I schools. Mrs. Parker responded yes and materials and supplies. Mr. Hooks stated that most of the time when he was principal he utilized it for academic instruction, and asked if most of the AU schools are Title I schools? Mrs. Parker stated her agreement, but added every Title I school gets its allocation and the principal at that school, in consultation with the administrative team, parents and teachers, determines how those funds for that school are spent based on need. Mr. Hooks said he believes the need is greater if a school is in AU status and Mrs. Parker agreed, but you must look at the needs at every school. Mr. Hooks asked about the technology funds and that on April 5th he requested information on the \$10 million and if \$3 million was spent on a new payroll system? Mr. Lee confirmed that the district has about \$3 million in a payroll and total financial system (accounting, accounts payable, payroll, purchasing and HR). Mr. Hooks asked if that system is now being used? Mr. Lee responded that it is still in the conversion process. Mr. Hooks said he believes this was money wasted and he is here to see that we get a balanced budget.

Mrs. Bell asked in what area was the grant writer located? The superintendent responded the grant writer was housed in Staff Development. She shared that when she was a teacher, she wrote a \$28,000 grant, as numerous other teachers across the parish do, and she asked if these grant dollars were included in the grant writer's report? Dr. Dawkins said he does not believe they were but they were individual grants. Mrs. Bell said many teachers write grants for their classroom needs and we need to encourage teachers to look at ways to bring in additional funds, but she knows that the grant she wrote was included in the grant writer's report.

Mrs. Armstrong asked Dr. Dawkins about how the new 7-12 configuration will be staffed with clerical staff and will we maintain a separate administrative and clerical staff for grades 7 and 8 and for the 9-12? Dr. Dawkins responded that the plan is to utilize the resources as efficiently as possible and since there are certain tasks for middle schools and different tasks for high schools, staff will use them collectively where we can and maximize the staffing formula to cover all the tasks for each grade level. She also noted that the former grant writer conducted workshops for teachers and assisted in writing grants that teachers came upon. Mrs. Armstrong said if a grant writer is in Professional Development, perhaps a combined position with the Director of Professional Development Department would be a workable option; however, if that person is to carry both titles and at the director level, it could mean a large salary based on the requirement for a Master's Degree and years experience.

Mrs. Crawley asked staff when looking at the 248 vehicles and the 56 that are taken home, how much does this cost annually? Mr. Woolfolk responded that approximately \$550,000 is spent in gasoline for the 248 vehicles. Mrs. Crawley asked about the purchase price, cost of insurance, maintenance, etc.? Mr. Woolfolk explained that staff is still assessing this area and looking at maintenance at 4.5 cents a mile, insurance at 8 cents a mile, depreciation at 30 cents a mile, with a total expense for the 248 vehicles being \$1.3 million a year. Mrs. Crawley asked if the cost to buy the car is included and Mr. Woolfolk stated that it does not include that cost, because it includes the depreciation cost. Mrs. Crawley referenced the policy to purchase vehicles and it appears it is easy to get a staff car. Mr. Woolfolk noted that the policy states that only employees required to be on 24-hour call will have a take home care and of the 248 there are 56 cars that are taken home. He further explained that the 56 cars consist of 19 vehicles based on 24 hour service requirements, 16 are drivers' education vehicles, and 21 are trucks for bus mechanics. Mrs. Crawley stated she can understand that the superintendent is on call and risk management is on call, and Mr. Woolfolk added that security and maintenance are a part of that number. Mrs. Crawley asked why do the drivers' education cars go home? Mr. Woolfolk explained that it's because of the different schedules they have. Mrs. Crawley said she understands but most of them are the highest paid folks in the district, so it is not due to the lack of ability to afford a vehicle. Mr. Woolfolk further explained that the \$1.3 million annual cost is everything and that the take home cars came to \$55,000 a year. Mrs. Crawley asked if these costs are figured into the budget? Mr. Woolfolk explained that depreciation may not be, insurance may be included under a different area, and also added if we did not provide the vehicles, we would need to budget reimbursement for mileage to use personal vehicles. Mrs. Crawley stated that teachers living in the northern part of Caddo who must drive to Central Office for a workshop do not get mileage.

There being no additional discussion/questions, the fifth budget work session adjourned at approximately 7:00 p.m.

May 31, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:10 p.m. immediately following the budget work session and a brief recess on Tuesday, May 31, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated she would like to see things such as the MOUs in writing and shared her concern that the Consent Decree is on the judge's desk and anyone could approach her with concerns and everything planned could come to a halt. Mrs. Lansdale addressed the staffing ratio and the great disparity between the assistant principals in the middle schools, concern over losing teacher aides as they many times pick up the slack in over staffed situations, and the librarian at a school in District 10 that has 485 students and has lost her aide, yet if the school had only a few more students, it could have a second librarian. Mrs. Lansdale also expressed her concern that she sees nothing on ISS and how this will hurt the district financially because of the CAP program and students not having a qualified person teaching them in ISS. She also noted the staffing ratios at the high school level and the possibility of job sharing as a resource so everyone shares in the pain. She said she believes sharing the pain district wide when asking everyone to do more with less, and including the Board, will eliminate creating a mentality of distrust.

Scott Hughes, Alliance for Education, stated he believes tonight is sadly another step down the path of the Board's chosen destination which in many ways continues to be a journey of wandering down an unknown path of uncertain destination. He said every time the Board gathers, it seems not to be able to define the path or the resources to get to the end. Mr. Hughes encouraged the Board that as it continues to get its budget in order to consider the following: (1) none of this should be a surprise seeing that the Board had a half million dollar deficit two years ago, a \$6 million deficit last year, and a projected \$21 million deficit this year. Even with all the consolidations, school closures and layoffs, the Board will still be \$15 million over expenses and the district's budget staff has been alerting the Board to this for at least three years. He said what seems extraordinary is the lack of real, timely information available to the Board and the community. (2) Regarding approvals, he stated it has come to his attention that the Board's team has placed resources into the field to begin to rate the schools next year based on the new Vision 2020 Plan. While this seems appropriate, it also seems appropriate for him to ask if we have received approval from the Recovery School District to break our contract with them, not a renegotiation, but a legal contract and enter into a new legal contract. He asked if the Board has seen the new proposed MOUs offered by the RSD to Caddo and the changes they will have on the budget and staffing requirements, because the last ones specifically mentioned financial terms and staffing the schools. He also asked what accountability measures are in place now with the failing schools and he cautioned the Board in moving forward with any implementation of any plan without full approval of the State, and approval of the MOUs by the Caddo School Board. (3) Regarding the Consent Decree, he stated his agreement with the Board's attorney that Caddo is likely in a position to move forward for unitary status as the district exists today, especially given you only have remaining open selective items such as principal assignments; but he is not completely convinced the new plan has not resulted in a new Consent Decree violation with its race specific solutions for race dominant schools. Mr. Hughes questioned if 7-12 is a good solid solution for Booker T. Washington, Green Oaks, Woodlawn, Fair Park and Huntington, why it was not suggested for Byrd, Captain Shreve, Southwood and North Caddo. He also stated that the establishment of 6th grade centers, which this Board has not formally voted on yet as part of the process to reopen Newton Smith, also seems to cause some transportation and transition issues. The bottom line, this budget process seems to be moving in mysterious ways and playing rather lose with the processes; and if Board members are not being provided all the information they need timely, then how is the public supposed to stay informed and have a fair chance to evaluate what is going on. He said that at some point, the citizens may have to look for other venues for assistance both educationally and legally. Mr. Hughes noted that we have been doing this for several months and today they heard it will be another week before the official recommendation is seen in the final budget and he is at a complete loss at how

this Board continues to allow this. He said like what goes on in Baton Rouge or not, they are required to put a budget up for public review and discussion, as is true with the non-profit he runs; and as of today, we have not seen the final recommendations. He doesn't understand how everyone is to evaluate and understand where the Board is headed and suggested that the Board begin to act like a Board and require staff to present a final budget and not one piece at a time.

Michael Myers, teacher, reminded the Board of his previous comments relative to transparency and the need for those affected to have the information. He said the Board needs to have all the information before they come to a public forum and shared how their organization's board discusses the financial statement monthly. Mr. Myers explained that the executive board answers questions and shares information so that decisions can be made together and he expressed that in the future he would like to see the Caddo School Board involve the employees and the public in a way that the information is given to them at the same time it is given to the Board. He also pointed out fund balances in the reserves, especially the Technology Enhancement Fund; and questioned why, if the money was being paid from the fund balance, is there still \$16 million in that reserve fund and not reduced by two years' payments of \$1.1 million? He said if there is an extra \$2.2 million, he believes a lot of jobs can be saved.

Jon Glover, employee, noted what happened to Enron employees several years ago and that Caddo employees are concerned about their futures; and asked if the Board, in embracing the proposed changes, is concerned about the employees affected by this budget crisis? She said the only concern today is why and how did the district get into this financial crisis. Ms. Glover stated that the concern and intent seems to be not to help the employee, but to destroy the employee. She referenced the step increases and the amount of money associated with each. She asked the Board to look closely at all the various ways the district's money has been expended and how it can sit back and consider adopting such a plan. Ms. Glover also referenced the Vision 2020 Plan and the many changes that have taken place since the adoption of the initial plan on March 24, 2011. She stated that the original plan was posted on the parish's website indicating the changes to be approached in Phase I. However, on May 23rd there was another document posting details of Vision 2020 Phase I, which was significantly different than what was adopted March 24th. She said the inconsistencies are evident, but more importantly, each of the Board members approved a vision that was not clear at all. She said the superintendent continues to say that the vision plan and budget are works in progress and are ever changing; however, she needs to understand if the Board approves the budget, will it continue to change as the Vision 2020 plan has changed? She asked if the Board has a clear understanding of what is to be gained by the reduction in employees being proposed; because if the clarity is not evident, then she believes the Board should not affect the lives and livelihoods of the district's employees without careful consideration of what is being proposed. While change brings about concern, that is where we are and asked if the Board is concerned about the futures of those who have entrusted their lives to the Board. She asked that the Board do the right thing.

Sharon Ketchum, parent, addressed the Board on the loss of warm bodies at Forest Hill. She stated there are those graduating that desire to go into education and she is concerned if there will be a place for them. She asked if the people affected will be rehired after the October 1st count; and as the mother of a special needs child, she is concerned about the possibility of losing special education aides in the classroom. Regarding technology, she said someone brought to her attention the many boxes of computers sitting in the hallways at other schools and her school is in desperate need of additional technology.

Daryl Roberson, president of the Caddo Association of Educators, said there are many questions and he hopes Board members will get the answers they need to make decisions that are in the best interest of the children. He urged the Board to not balance the budget at the expense of the students receiving the quality of instruction that will help them raise their achievement levels to the levels that the schools and the community deserve or on the backs of those that provide instruction in the classroom and provide support at the building level. He also encouraged the Board to look for those dollars that are hidden in the balance sheet for a rainy day. Mr. Roberson also encouraged the Board to do the right thing by rolling forward the tax millage. With this district being the largest employer in the parish, he said we as residents will help pay to keep the district solvent; and remember, all eyes are on you to do the right thing.

Kathy Garner, Oil City, stated there are more than 22 or 25 students in a classroom and encouraged the Board to ask for the student enrollment by classroom so they can see actual class

sizes. Regarding the loss of clerical and custodian staff at Herndon, she shared with the Board the many responsibilities the teacher may normally do, but these employees take care of them, i.e. administering medications, contacting parents of sick children, setting up the auditorium for functions, cleaning up after sick children or those who have accidents. By taking these employees out of the school, it will affect the children, because the teacher has to stop and take care of these responsibilities, taking away from teaching. Ms. Garner also addressed the music, art and P.E. and that it will be required at all levels and her concern of how the school will have the needed staff to cover these subjects. Also, she asked for clarification on cutting teachers through attrition because those teachers are teaching somewhere and the Board is saying that their position will not be filled when they retire.

Frederick Henson stated his amazement that every time he has attended a budget session he hears that more changes are being made. He said it is in those changes that he questions if 7-12 is so great, why isn't it being implemented at Byrd, Southwood and Captain Shreve? He also asked about the drop-out rate in the African American community and how much more will this affect the changes being made. While he many times does not agree with Mr. Hughes, he does agree with his statement that legal action may be the only alternative to get the Board to rethink or restudy what is happening. Mr. Henson again stated he is amazed because no business can operate this way and stay in business, and he doesn't understand how the Board can vote on something that has not received approval from the State or Federal Government.

Jo Marie Strother, teacher, addressed class sizes larger than the formula and that in 2008 she had 46 students in a block for 9 weeks. She shared the challenges of having one student in the 8th grade that cannot read and another so smart but he did not know what to do while she was working with the student who could not read nor write. She stated she is a teacher that teaches to the wall 100% of the time and is involved in every aspect of her students' lives, but this many students in a class is a real problem that needs to be addressed; but she wants the Board to realize if classes do swell, she is proof that the teachers can still do it because of the love for the school and the students. She stressed the importance of becoming problem solvers and solving these problems., and one suggestion would be to have aides available at the beginning of the year to assist in these oversized classes.

Virginia Marks, 9th grade economics teacher, stated there is no way anyone can understand the budget as it is presented. She stated that if her students turned in a budget without page numbers, they know it would be returned to them ungraded until it was corrected. Ms. Marks questioned the travel expense (\$53,000) for regular education teachers, \$140,000 for special education teachers, because as a teacher she has had to pay for every trip she has made. She referenced a complete 2010 budget and that after hours of working she deduced that quite a bit of Central Office money is hidden and she has some very specific questions that she intends to get answers to. She asked what does Central Office include, what are the positions and what are each paid, why is Central Office with the highest money in the whole system included in the Draft Reduction Budget with the lowest paid positions, why are classroom teachers not in a category by themselves; how many coordinators, facilitators, and specialists are there in the system (they are not mentioned in the budget), and what is the staffing formula for Central Office?

Jo Ann Silvie, teacher at Hosston Alternative School, the only alternative school in the northern part of the parish, asked if the students will now be bussed to another location? She said at this time, she doesn't know where she will be placed and she and the other teachers need to know.

REVISION TO CPSB POLICY EEAD (PUBLIC USE OF SCHOOL BUSES)

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the proposed revisions to CPSB Policy EEAD (Public Use of School Buses) as presented in the mailout. Vote on the motion carried unanimously.

CLARIFICATION AND/OR RECONSIDERATION OF ACTION TAKEN ON MAY 24, 2011 REGARDING POLICY GCA

Mrs. Armstrong moved, seconded by Mrs. Bell, to clarify Policy GCA to not require art, P.E. and music outside the staffing formula but within the formula for the middle schools and the high schools.

Mrs. Crawley moved, seconded by Mr. Hooks, that any classroom whose number is above Caddo's new staffing formula, the actual students in the classroom, that money be taken from QZAB reserve or any other applicable fund to keep the actual student count within the new teacher pupil ratio and one could also use any future savings that staff might identify. Mrs. Crawley stated that she doesn't understand why anyone would vote against this motion since we would not have any more than 22 students in any K-1, no more than 22 in 2nd and 3rd grade, no more than 24 in the 4th and 5th grade; and the tiering in high school will provide that there will be no more than 30 students in any classroom. Mr. Hooks stated that this motion will allow the public to see which Board members will vote to cut teachers rather than use money available to prevent cuts. He said it will also give Caddo another cycle whereby attrition and retirement can catch up to the system.

Ms. Trammel asked if this includes the same discussion on adding the art, music and P.E.? Mrs. Crawley responded that this will be a true student count per classroom and still do art, music and P.E. from within the staffing formula. Mrs. Armstrong asked about the money?

Mrs. Crawford requested that Mrs. Crawley read the friendly amendment/substitute again? *Mrs. Crawley reread her motion that any classroom whose number is above Caddo's new staffing formula, that the actual number in the classroom is above what we project (22 in any K-1, 22 in 2nd and 3rd grade, 24 in 4th and 5th grade and 30 at the high school level), that the money be found from an applicable reserve fund or any other future savings the superintendent deems he can do.* Mrs. Crawley said she is only asking to make it honest when looking at the teacher student ratio so we don't have 40 in a classroom.

Superintendent Dawkins stated that it will be important that we look at the financial impact of both motions. Mr. Lee explained there is no way to calculate this cost without knowing how many classes could exceed the staffing formula.

Mr. Rachal stated he believes he hears the superintendent asking for direction on the last motion and he would like to know the impact of the staffing outside the staffing formula approved by the board at the last meeting? Mr. Lee responded that it would possibly be two to three positions for each of the middle and high schools for a possible additional 30 positions. Mr. Rachal stated his understanding of the intent of the two motions; however, he does not want a principal to go in and start choosing not to do music or art, because they want to keep their class sizes manageable. He asked the superintendent the best way to address this issue so we are not forcing principals to do it. Dr. Dawkins explained that staff believed the spirit of the motion to be that for the schools without art and music to be brought up to what the other schools had. He added he is attempting to, but still does not fully understand what impact the second motion will have on the budget. Mr. Lee clarified that with the motion approved at the last meeting, it would mean approximately 30 additional teachers representing approximately \$1.8 to \$2.0 million. Dr. Dawkins said we are committed to make sure that principals do not have to choose so they will always have art, music and P.E. Mr. Rachal stated he is seeking assurance that the courses are in place for the students because studies show too many positive benefits and he is seeking ways that the Board can address it. Mr. Rachal said he believes the Board needs to look more closely at this item and he does not feel comfortable voting at this time until the Board gets additional information.

Mr. Abrams stated that the staffing formula is an arbitrary number and is what the principal uses to determine how many teachers he will have at their school, and it doesn't mean there will be a classroom with 22 or 20, but there will be a range without exceeding the state formula. He further explained that the state formula explains that any time the actual number goes over the state number, there would then be an adjustment the district must pay from a different fund. He further stated that it makes certain there is someone monitoring these classes as well. Mr. Abrams stated that the substitute motion makes certain that it is attached to a funding source and there will be budgetary issues with it also. Mr. Rachal stated he would like to table voting on this item at this time since he cannot vote on anything without a number. Mr. Lee, for clarification, stated that if the middle school is staffed at 25:1, the school will not receive another teacher because there might be 26 students in a class, and if you do, he questions whether or not that is being efficient.

Mr. Riall asked for clarification because he believes the major affect will be on the smaller schools, because if you have 47 sixth graders, based on the formula of 24:1, the school would only receive one teacher and you can't have 47 students in a class. The superintendent stated

that is the reason the formula needs to be addressed, and this has been talked about before relative to the flexibility needed in implementing the formula. Mr. Riall asked if these type situations will be addressed on an individual basis and the superintendent responded they will. Dr. Robinson reminded the board that the district cannot exceed the State's maximum number in a class which is based on the grade level, because if we exceed what the State says is the maximum number, the school would receive another teacher.

Ms. Priest reminded the board that staff provided this information on the State's formula in a previous packet of information.

Mrs. Bell stated that everyone is upset with the Board because it is the Board that keeps saying hold it; and with the teachers only having one day left, the principals need to know so they can tell the teachers the information they need to know. She reminded the Board that it is the Board that every time it comes to a meeting, the Board postpones and there is no way we are going to have 47 students in a classroom and if there is a need to add a teacher, a teacher will be added. Mrs. Bell said the Board needs to vote tonight and not hold it up any longer.

Mr. Ramsey said the friendly or not so friendly motion actually changes the staffing formula and the problem is we do not know how drastically it changes it. He said he knew of a class that was over the state limit and he will get with the superintendent if it happens again. Mr. Ramsey said he believes Mrs. Armstrong's motion addresses that by simply saying staff can be allocated.

Mrs. Crawley asked if instead of the new staffing formula, new pupil teacher ratio, her motion should read *any time a class exceeds the state ratio, they will get a new class. Mr. Hooks, as the second to the motion, agreed with the revision.* Mrs. Crawley said this gives a little more flexibility. She also said she asked Mr. Lee if we did not change the staffing formula how much it would cost the district and he responded \$4.5 million, so she doesn't understand how this could be more than that. She also said if we remove all the teacher travel from the budget since teachers do not get paid to travel and if we take a little from QZAB and a little from something else, she believes the superintendent can find \$4.5 million. Mrs. Crawley said the public is not going to know what the Board has done.

Vote on Mrs. Crawley's motion failed with Board members Burton, Crawley and Hooks supporting the motion and Board members Riall, Green, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on Mrs. Armstrong's motion to clarify Policy GCA to not require art, P.E. and music outside the staffing formula, but within the formula for high school and middle school. Mrs. Armstrong said it is very important to understand that band teachers, music teachers, art teachers can also be itinerant and do not have to stay at the same school all day. She said it is extremely important to offer these opportunities to students. Mr. Hooks stated his concern that we have music, art, and P.E. in elementary, middle and high school, but we also have K8s. Mrs. Armstrong explained that the intent of her motion is that every student is offered these opportunities and Policy GCA states that music, band, art and physical education are required at all levels. Mr. Abrams stated that the original motion did not include band, which is on there, but band is not at every school. Mrs. Armstrong noted it is on the policy and we need to make sure that the middle school students in K-8 schools have the opportunity for band. Mrs. Crawford asked if the 1:30 at the top of the page does away with the plus two and Mr. Abrams and Mr. Lowder verified that it was 31:1 and the recommendation is to change it to 30:1. Mr. Abrams stated this is not needed anymore since the motion verifies the intent. Mr. Abrams stated it is filled in the grid and the box can be deleted (on the proposed presented). Mrs. Crawford also asked about the Core Four and the changes made by the state and will we still be able to staff everything so the students can get what they need? Mrs. Turner verified that Core Four and Tops are o.k. Mr. Rachal stated that the way it is worded, it is still up in the air as to whether or not art and music will be taught; and asked if there are 20 students at a middle school wanting to take art, how will this be addressed. Dr. Dawkins stated that the proposed policy formalizes the commitment to ensure that instruction takes place and staff will do what must be done to ensure this. He said he has also heard there are schools that do not have a full complement of music and art and this will insure that all schools/students are provided this opportunity. Even though the configurations are different, staff will find ways to make it happen without being specific to a school. Mr. Rachal asked if we should look at a minimum number of students to be able to have these and is it necessary to have a policy so that staff has immediate

direction for implementation. Dr. Dawkins assured Mr. Rachal that he believes the motion will cover it and the challenge will be to identify the schools, what they already have in place and fill in the gaps. In the smaller schools, staff will look at small schools in close proximity to take advantage of sharing an instructor; and if not, look at the possibility of Distance Learning, for example, to make it happen. *Mr. Burton moved, seconded by Mrs. Armstrong, to call for the question on the main motion. Vote on the motion to call for the question carried with Board members Riall and Crawley opposed. Vote on the main motion carried with Board members Riall and Crawley opposed.*

APPROVAL OF PROPOSED CLERICAL STAFFING CHANGES

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the proposed clerical staffing changes as recommended by the superintendent and to revise CPSB Policy GDA to reflect those changes. Vote on the motion carried with Board members Riall, Green, Hooks and Trammel opposed and Board members Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

APPROVAL OF REDUCTION IN FORCE IN ACCORDANCE WITH SUPERINTENDENT'S RECOMMENDATION

Mr. Ramsey moved, seconded by Mrs. Bell, to approve Reduction in Force as recommended by the superintendent and in accordance with CPSB Policy GDPA in the employment categories listed with appropriate notice being sent to the affected employees.

Mrs. Crawford stated she hopes next year that the Board has plenty of extra time to talk about this and possible options other than a reduction in force.

Ms. Trammel asked if once the Board votes on this motion, will the recommendation go into effect as of today and we will not look in any additional places? Dr. Dawkins explained that staff will continue to look at other places, but this will go into effect tomorrow.

Mr. Hooks asked for clarification that this goes into effect tomorrow and Dr. Dawkins responded that is correct, the notifications will be sent tomorrow effective the end of June.

Mrs. Armstrong said this is very heart breaking to have to make these type decisions and she believes if we can look at additional places it may be possible for some of these being affected to be rehired. She noted that in some cases there may be school student numbers that may swell and additional office clerks and library clerks may be needed.

Mrs. Bell encouraged staff to keep these being affected in the pool and not hire any outside persons, but bring back those affected when there is a need to fill a position.

Mr. Rachal said it is not easy to do this and it would be easier to just say we are not going to cut any jobs, but he believes government bureaucracy has set the stage that it is not the policy to get rid of jobs. He said this happens everyday in the private sector; and hopefully this government body will see past the bureaucracy and take care of business, which is sometimes not easy to do.

Mr. Hooks said he believes his father would turn over in his grave because we have come to the point of cutting people in education. He asked staff if we have exhausted everything possible to prevent this? Dr. Dawkins said staff has looked at everything and will continue to look beyond; and part of the process will be if things improve, we could possibly have a recall. Mr. Hooks said he didn't sign up for this when he became a board member and it breaks his heart for anyone to get this information.

Mrs. Crawley said if we would only collect the 10 mil property tax which is a commitment for property owners to pay their fair share of the property taxes, then it would alleviate this action by \$6 million.

Vote on the motion carried with Board members Riall, Green, Hooks and Trammel opposed and Board members Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Adjourn. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:42 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

June 7, 2011

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, June 7, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, and Larry Ramsey. Also present were Secretary Gerald Dawkins, Legal Counsel Julie Lafargue, staff and other visitors. Mr. Ramsey led the invocation and Pledge of Allegiance. Ms. Priest announced that Board member Rachal is out of town and Board member Armstrong is ill.

ESTABLISH THE AGENDA FOR JUNE 21, 2011 CPSB MEETING

Superintendent Dawkins highlighted the proposed items for the Board's consideration at the June 21, 2011 CPSB meeting and the following discussion ensued.

ADDITIONS

Mrs. Crawley requested that an item "Roll Forward Property Taxes" be added to the agenda. She also asked that "Reinstate Employees who had entered into DROP prior to the RIF and set to retire by December 2011" be added to the agenda.

Mr. Ramsey requested that an item "Authorize an Internal Audit of all Departments and Functions of Central Office Staff in the following order: (1) Operations Division, (2) Academic Affairs, (3) Student Support Services, (4) Human Resources, and (5) all other functions that directly report to the superintendent and provide audit reports to the CPSB as the review of each segment is completed."

WORK SESSION

Millage Rates. Mrs. Bell asked Mr. Lee to clarify what the assistant tax assessor shared with her when explaining rolling forward the millages, i.e. a \$100,000 home's property taxes would increase by approximately \$20, etc. and his reference to all the millages? Mr. Lee explained there are five millages in the General Fund and two in Capital Projects, and rolling forward the millages will create approximately \$6 million if we do this for one year. We would then reassess next year for a reassessment and new rates. Mr. Lee further explained that they will do a reassessment in 2012, but the way millages are set up, if we are receiving \$10 million in revenue and property values increase as a result of the reassessment, the millage rates will be reduced to where we would continue to receive the \$10 million. If the board approves a roll forward and it increases our total revenue by \$5 million, it raises the millage rate for this year; and when they reassess next year and if property values increase, the millage rates will be reduced to where we continue to receive the same amount. Mrs. Bell asked if we get \$5.4 million will we be able to solve RIF? Mr. Lee responded that it will help, but it will not be enough to offset the cost of RIF. Mrs. Crawford asked are these the current millage rates? Mr. Lee said that is correct. Mr. Hooks asked if the board adopts this millage, can the superintendent guarantee there will be no additional reductions in force? Dr. Dawkins said he cannot and this item is the continuation of the current millage. Mr. Riall asked if the current millage rate is 7.82 and we roll forward, will the millage rate change? Mr. Lee said it goes up about 4.8 mils. Mr. Riall asked if the board approves to roll forward, will it be permanent even after the reassessment in 2012? President Priest reminded board members that the discussion is on the adoption of the 2011 current millage rates and when the discussion gets to the item on the roll forward, then Board members can ask questions regarding it.

Approval of 2011-12 Consolidated Annual Budget. Mrs. Crawford asked if reopening Newton Smith is in the budget; and if so, how much will it cost to make it a 6th grade center? Mr. Lee said it is and taking it off-line would have saved approximately \$400,000-\$500,000. Mrs. Crawford asked, in the layoffs, how many Central Office secretaries and clerks were laid off or bumped and how many school secretaries and clerks were laid off. She also asked Mr. Lee if our bond rating will be affected because we are in a budget crisis? Mr. Lee responded it probably will not affect it as the budget stands now; but if we continue to dip into the reserves, there is a greater chance it will affect the bond rating. Mrs. Crawford asked that staff look into this. Mr. Lee said we still have our reserve funds and that is why if we begin to draw down these

funds and if we use them for recurring expenses rather than one-time expenditures, it will have an effect on the bond rating. Mrs. Crawford asked Mr. Lee what is Caddo's bond rating? Mr. Lee stated that Caddo is a 2A and we are what Standard and Poor's considers a AA- and it is the lowest A ratings; so if Caddo's rating is reduced any at all, it would drop at least into the single A ratings. Mrs. Crawford asked Mr. Lee to explain how taking \$8 million from the \$16 million and placing it back into General Fund, which is where it came from, would affect us? Mr. Lee said he would have to verify this with bond counsel, but he knows they look at the historical amount in designated and undesignated reserves. Since the undesignated is down to approximately \$5 million, and if we begin to use the reserves for operations, it will definitely affect the bond rating the next time, if and when, the district goes to the public for approval of a bond issue. Mrs. Crawford said since a possible bond issue was moved to Phase III of the Vision 2020 plan, she believes there would be time to recover the budget. Mr. Lee said he will get additional information, because he has been told in the past by the bond counsel that once a bond rating is dropped, it is years before they will consider raising it again.

Ms. Trammel asked if there will be resources, incentives, available for those employees in the AU schools? Mr. Lee responded they will receive it for this year, receiving the base incentive before they leave (June 30th); however if there are incentives for performance, these will not be released until the Fall. Dr. Dawkins confirmed that those employees will receive the funds committed for this purpose. Ms. Trammel inquired about an in-house budget committee? Mr. Lee explained there is a committee of staff members that meets with the Superintendent. Ms. Trammel asked if there is a group of staff that has worked along with the budget process and Mr. Lee said there is. Ms. Trammel asked if it is this committee that decided who would be included in the RIF. Dr. Dawkins responded that is correct. Mr. Ramsey stated that a lot of the budget is a moot point if we don't get approval of the MOUs and asked the superintendent to comment on the status with the State Department on the MOUs. Dr. Dawkins reported that he and Mrs. Turner met with Amy Westbrook from the Recovery School District, who is in charge of the MOUs and she shared information on these legal documents that determines our work with them in the school turnaround program. Caddo currently has seven (7) MOUs; however, under the same configuration, Caddo will have four MOUs with the combinations. He said BESE is moving forward with a policy with several districts consolidating schools and Caddo has provided its information to Dr. Westbrook and will be considered by BESE in discussions about this policy. Dr. Dawkins added that Caddo will continue to negotiate the MOUs for the same dollar amount as last year's MOUs and a copy of the MOU is provided at each board member's station. Also included in the information is a school improvement grant in place and it is the model all the schools in the state will be using. He further stated that Caddo is poised to get approval from BESE next week. Mr. Ramsey asked the superintendent about the impact this will have on the budget and will there be additional fees? Dr. Dawkins explained that the incentives for these AU schools, along with fees are built into the budget for 2011-12, and it is a three-year cycle. Mr. Ramsey asked if we will in essence be back on the three-year clock and look forward to these fees for at least three more years? Dr. Dawkins explained that Caddo is still negotiating the MOUs for the next year and will determine if it is a three-year agreement or less. Mr. Ramsey asked that staff consider a plan to address ISS by placing a certified teacher in this position so that it is a function of credit recovery and hopefully bring this back into the budget. Mr. Ramsey also asked if there are any dollars in the budget to address bandwidth issues, i.e. problems experienced with E.O.C. testing? Dr. Dawkins said additional dollars for bandwidth have not been considered, but staff has looked into this and will continue to look at it in more detail.

Mrs. Crawley stated she concurs with Mr. Ramsey relative to ISS and asked that principals and teacher representatives be a part of the budget planning committee. On page 11 of the budget, Mrs. Crawley asked for clarification on the \$53,000 budgeted for teacher travel? Mr. Lee explained that is something he would have to look into. Dr. Dawkins stated that based on some of the requests he has seen, there is a lot of travel to Baton Rouge, in-state inservices, some regional travel, and he will get specific details. Mrs. Crawley said she would like to take all travel out of the budget and requests be brought to the Board for approval. Dr. Dawkins asked for clarification and she wishes every teacher's travel to come to the Board, and Mrs. Crawley responded she means something manageable, and she believes staff should know what is manageable since staff has a record of travel. She further stated that if staff needs to leave \$10,000 in this line item that the Board would never see because some staff must travel to Baton Rouge, but just teacher travel, she doesn't understand why there is \$53,000 for 3,000 teachers and she believes this could be a lot of travel. Dr. Dawkins stated that this emanates from the

schools and staff will review and give Mrs. Crawley the details associated with this item. Regarding Special Education, Mrs. Crawley noted there is \$140,000 and she questioned how many Special Education teachers do we have and asked that staff review and come up with some revision to this amount. Noting that teachers and others traveling go to outstanding places, she believes the Board this year voted not to follow state law when it comes to the district's teacher pupil ratio, and to not have sufficient secretaries and bookkeepers at the schools. She said she wishes for this to come to the board for approval, at a manageable level, and that they come to the Board for approval. She also asked that "student travel" be left alone. Relative to instructional services, Mrs. Crawley said she believes they did a fair job of cutting theirs, going from \$75,000 to \$45,000; however, instructional sounds more like instruction which relates to the students in the schools. She also questioned the travel in business services and if part of this expense was for JPAM training? Dr. Dawkins explained that the training was a combination of video conferencing as well as trainers from the company coming to Caddo. Mrs. Crawley said where possible, should would like for students to have opportunities via videoconferencing; and she asked why operations and maintenance's travel expenditure has doubled? Dr. Dawkins asked for clarification and Mrs. Crawley noted on page 12 the line items on travel and training that two years ago the budget was \$9,900 and then it jumped to \$24,000, then to \$15,000 and this year staff is asking for \$20,000 in the budget. She said she doesn't understand why the budget can't return to the \$9,900 as in 2009. Dr. Dawkins stated there are required training session and while he does not have that list today, he will be happy to provide that list. Mrs. Crawley said she believes the Board needs to have a better grip on the budget since it is the Board that is held responsible for how the taxpayer dollars are spent. She commended transportation for their effort to reduce theirs down to \$4,000 instead of \$11,000. Ms. Priest asked Mrs. Crawley if there are questions she has on the budget? Mrs. Crawley responded that she wants on the record that she wants staff to look at and reduce to a level the superintendent can manage without sending to the Board and then the additional requests would come to the Board for approval. Mrs. Crawley asked the Superintendent asked for clarification of the listed 27 directors, supervisors, et. al. and the request to keep 29 clerical positions, the ratio of clerical positions at a school compared to this ratio at Central Office? She said she believes it is more than one per adult and asked the Superintendent to rethink this proposal. Under General Administration, Mrs. Crawley asked the Superintendent to determine if one or two clerical positions can be reduced here and someone share clerical, i.e. Government and Community Relations Officer and Fair Share administrator. Mrs. Crawley also referenced page 16 and under Operations and Maintenance of Plant and that over 100 positions were cut from this area, but only one clerical person was cut. Is it possible to cut one more person. In the Transportation Department, she asked staff what kind of clerical work does this staff do, and is it possible to reduce here.

Curtis Hooks asked the Superintendent of the employees laid off, how many employees will \$10 million pay for? Mr. Lee said it would depend on the type employee (job category). Mr. Hooks said he means the ones that have been affected by RIF. Mr. Lee said the total cost of the Classified Reduction in Force was approximately \$6.3 million. Mr. Hooks asked how many employees would \$3 million pay for? Mr. Lee responded approximately one-half of the employees affected. Mr. Hooks asked specifically about the office clerks and secretaries and Mr. Lee said approximately \$3 million, but each category is different. Mr. Hooks again requested the dates when consultants were approved by the board during 2010 and 2011 school year and his response was that the Board did not approve but the staff approved, so it is staff that has misused \$10 million of the peoples' money. Mr. Hooks asked that staff show him where in the budget that this money is being used? Mr. Lee responded that on page 11, line 42 "Inservice Training" is estimated to be a little over a million dollars. Mr. Hooks agreed with Mrs. Crawley that in spending this kind of money people need to know what it is spent on, because the Board is held accountable for how the money is spent. Mr. Hooks asked the Board President why is she always calling him down when he is stating facts? Ms. Priest responded that because it is her responsibility to do so. Mr. Hooks said he is addressing the Consolidated Annual Budget and that is what he was doing.

Attorney Julie Lafargue explained to everyone that the purpose of a work session is to ask questions about agenda items and not to give opinions or to make speeches. All the agenda items, and particularly the budget, are very emotional items and the Board will have an opportunity when the budget is debated to give opinions about the budget, but the work session is to ask the Superintendent and staff questions. She said the President has the obligation to run the meeting and direct the members of the Board to ask questions of the Superintendent and

staff. She reminded the Board members that there will be time at the meeting for which the agenda is being set to debate and give opinions about the budget and every item on the agenda.

Mrs. Crawley asked for a point of order and a Board member can give a direction to the staff? Ms. Priest said that is correct. Mr. Hooks said he is not making a statement, but he is asking where did \$10 million go. He said each item should be brought to the board for approval and asked if there is a new payroll system that we paid \$3 million for? Mr. Lee responded that there was \$3 million budgeted and approximately \$2 million has been spent and we are working on a payroll system. Mr. Hooks asked how long has the district had this system? Mr. Lee responded over a year, possibly 18 months. Mr. Lee said we purchased two systems from this company and between the two it has been about two years. Mr. Hooks asked if we are using this system and Mr. Lee responded we are not using the payroll system. Mr. Hooks said of those laid off, how many would this \$3 million pay for? Mr. Lee said in this case none, because this was paid for from Quality School Construction Bonds which cannot pay for any salaries. Mr. Hooks asked if we just threw \$3 million away? Mr. Lee said we are still working on the system attempting to get it implemented. Mr. Hooks asked why are we still trying to get it implemented? Did we not research it before we purchased it? Mr. Lee said there were four companies that came in and presented demonstrations on their products. Mr. Hooks asked if it is true Jefferson Parish tried the same system and it did not work. Mr. Lee said they have installed the financial systems as we have and have not installed the payroll system as we have not. Mr. Hooks also referenced page 3 and asked the Superintendent about the Minimum Foundation Program under State Sources and the recommendation that this will be flat. He asked if the reserves are to be flat, why then, on page 10, number 19, are we showing a \$7 million increase over last year? Mr. Lee said we would have had the same amount of revenue, but they pulled out MFP money this year and replaced it with EduJobs which is a Federal fund; and if they had not done this, we would roughly have the same amount of MFP revenue that we anticipate we will receive next year. Mr. Hooks asked about page 4, General Administration, and the listing for Assistant Superintendents since we no longer have these position? Mr. Lee clarified this needs to be changed. Mr. Hooks asked if, since we spent this much money, we can bring this to the Board to approve each item (fund)? He said numbers can say anything, but he believes the Board needs to approve these expenditures. Dr. Dawkins asked if staff is being asked to bring the contracts principals sign and send to us? Mr. Hooks said not necessarily, but for consultants, for example. Dr. Dawkins responded that many of these begin with the principals as a request and Mr. Hooks said that is what he would like to get. Dr. Dawkins stated that staff will look at a way to organize this requested data. Mr. Hooks asked if we still had the \$10 million would there have been a Reduction in Force? The Superintendent said if we had \$10 million he doesn't believe we would be having this discussion, but of the \$10 million, approximately \$8 million was Federal dollars required to support programs such as Title I, etc. and there are restrictions in how these funds can be used.

Mrs. Bell referenced Board members' questions relative to unemployment and retirement costs and asked Mr. Lee if we pay retirement costs to the charter school teachers? Mr. Lee said we do not currently. She asked if legislation passes requiring the district to pay retirement cost for those teachers working for a charter school, will this be a cost from the General Fund? Mr. Lee stated that the way the question was posed to the district, that is correct, and we would have to pay retirement costs for those teachers working in a charter school. Mrs. Bell said she is not an auditor but she would like to ask if after the district finished paying what it is required to pay next, how much is that? Mr. Lee said it is approximately \$5 million. Mrs. Bell asked if this money will be the District's after this year. Mr. Lee said that is correct. Mrs. Bell asked if it is possible, knowing that we will have that money next year, to borrow it from the QSCB fund and pay it back when we receive the funds? Mr. Lee stated that he doesn't agree with that because with retirement and health care cost increases this past year, he does not envision this changing. There will be additional costs the district will incur paying what the district must pay into the retirement system as well as the district's portion for the insurance costs. Mrs. Bell asked if whatever we need, do we need it to be ongoing? Mr. Lee said that is correct; we need to get to where expenditures do not exceed revenues. Mrs. Bell asked if she is correct that this will not help those laid off because it is only a one year thing and next year we would face the same thing. Mr. Lee said that he believes that is correct unless a magical source of money is received. Mrs. Bell referenced page 11 in the budget regarding travel, and she believes the Board said it would not touch anything that affects our children and teachers. She reminded everyone that we are now in the 21st Century and teachers need ample training on the newest technology being used, which may require them to travel. She said she feels the same for vocational education and

the need to provide ample training for these teachers. While she understands we have the ability to provide in-parish training via the many technologies available, she would like to know how much it would cost to bring a training program on line. Reginald Dodd responded that one of the ways would be to use programs such as Blackboard and Moodle which is free and the content for the training would have to be loaded and someone facilitate it. Regarding the cost, Mr. Dodd said he could not say because it would be important to know specifics. Mrs. Bell asked if he believes it could be done and possibly cheaper than traveling for the training? Mr. Dodd responded that while he does not have the numbers with him, it is possible that it would be less expensive than travel over time. Mrs. Bell said she believes some things can be taken out of travel, but when it comes to a child, we want each child's teacher to be up to date and trained to provide the best instruction possible. She asked that staff look at this possibility (on-line training) and its feasibility to save money. Mrs. Bell also referenced information she requested from staff on the Board's travel and that the amount through May 31, 2011 for fiscal year 2010-11 totals \$48,427. She said she believes the Board can help by cutting down this amount by limiting the number of Board members attending the National School Boards Conference, the Southern Region Conference and Council of Great City Schools. She stated her understanding that Board members need to attend the State Conference as a means to earn required credits. Mrs. Bell clarified that in the budget we are only addressing General Fund, and Mr. Lee said that is what we have been talking about so far. She asked if it is correct that in addressing the General Fund Budget, we cannot confuse them with Federal funds, i.e. Title I, Child Nutrition. Mrs. Bell asked if she understands correctly that the General Fund does not pay for persons under these two funds. Mr. Lee responded he believes RIF is only related to the General Fund.

Mr. Riall asked staff if based on the input will staff provide a final draft of the budget with changes and does staff expect there to be a lot of changes? Dr. Dawkins said staff will take the input and submit a revised draft of the proposed budget to the Board by the end of the week to allow the Board considerable amount of time to review it before the 21st. Mr. Riall asked what will happen if the Board does not approve the budget on the 21st? Mr. Lee explained that the budget is staff's authorization to spend and July 1st begins the new fiscal year for the district. If staff does not have an approved budget by July 1st, paychecks will not be written. Ms. Trammel asked about changes in the pupil support services and the reason for "zeros"? Mr. Lee explained that means there is no change and the position remains the same. Ms. Trammel asked when will staff receive a list of the directors for these departments. Mr. Lee responded that at this time those listed with a zero for 11-12, there is no position approved at the present time to be placed and Special Services is the only one showing this at this time. Ms. Trammel asked if there is a Director of Attendance and the Superintendent said there is not and this is part of the reorganization and staff will provide this information to the Board as well. Mr. Lee added that the position is there, and there are funds to place someone in that position. Ms. Trammel asked why no one has been placed in the vacant position? The Superintendent responded he has not found the person he wishes to place in that position. Ms. Trammel referenced the combining of clerical positions and the fact that there are some positions that cannot be combined as they are not related and to put them in the same category to work, it will not function.

Mrs. Crawford asked if there was any increase in the sales tax revenue other than what is shown? Mr. Lee said staff did budget \$75.3 million this year and at this time, the estimate is approximately \$76 million. Mrs. Crawford asked if Child Nutrition is a part of this budget and Mr. Lee explained that it is part of the package presented, but it is not a part of General Fund. Mrs. Crawford stated that Caddo raised lunches by 25 cents several years ago and it only generated \$300,000 and asked why is the Federal Government asking us to add to the lunch cost? Ms. Priest asked that the response be held until discussion is held on this item. Ms. Priest explained that this item is separate from the General Fund Budget discussion and will be discussed later in the meeting.

Mrs. Crawley asked what contributed to Caddo being on a State Watch List if we have a great bond rating? Mr. Lee responded a reduced fund balance. Mrs. Crawley said we took the \$16 million out of the fund balance and put it in another place, and asked what are the consequences of being on this list? Mr. Lee said he is uncertain but he has been in conversations with the State on how this situation will be corrected. Dr. Dawkins added that the State has not indicated what, but they have phoned to determine what Caddo is doing to remedy the situation. Mrs. Crawley asked if it is similar to a warning of what the District needs to watch, and Dr. Dawkins responded that is correct. Mrs. Crawley asked the Superintendent if he understands that in her suggestion to

combine secretarial position that she was not requesting that those two particular secretaries be combined? Dr. Dawkins confirmed his understanding.

Mr. Hooks asked about page 80 and the \$400,000 budget for asbestos abatement and what schools is this for? Mr. Lee explained that these are Capital Projects and Mr. Steve White responded this is a general allotment for asbestos abatement for all schools and covers a three-year plan, as well as anything that becomes a problem during the year that needs to be handled immediately. Mr. White said the \$400,000 is a guesstimate of what we have seen in the past. Mr. Hooks asked the Superintendent if the Board could possibly take some of this money since we do not know if we will spend it or not and rehire some of these persons laid off? Dr. Dawkins said some of these contingencies in health and safety issues require us by law and if it is not there, it could possibly put the district at great risk. Mr. Lee reminded him that this money is funded by tax millage rates through Capital Projects for renovation or construction of buildings and they cannot be used for salaries. Mr. Hooks asked about the amount of architect and design fees totaling \$683,000. Mr. White explained that this is for all the projects and Louisiana State Law requires that if we put a project out for bid, it must be stamped by a licensed architect or engineer and the typical fee for a renovation job is between 9 and 10 percent and on new construction, it is between 6 and 8 percent. The budgeted amount is based on the total capital projects over the course of the year that will require a designer. Mr. Hooks asked if this budget amount is for specific schools and Mr. White said it is for all the schools listed in the Capital Projects Budget. Regarding the line item on handicap accessibility, Mr. Hooks asked if most all the schools are not handicap accessible? Mr. White explained that we have ADA issues throughout the district and we always budget money in the event a specific need arises in a certain area where there is not handicap accessibility, and reminded the Board that a couple of years ago the district was sued over the lack of handicap accessibility at Fairfield Elementary and the Department of Justice came in to oversee the project. Mr. White said staff is attempting to address schools every year and the important thing as noted by the Department of Justice is vertical accessibility and is why the Board will see every year an elevator project in a school. There are still a number of schools in the district that do not have vertical accessibility to all places and staff is working under a program where every year under the cooperation of the Department of Justice where we are attempting to address at least one school and not put an undue financial burden on the district. Mr. White added that if in one year we had to place elevators in every school that does not have one, it would be more than the Capital Projects budget could bear. Mr. Hooks asked about the \$1 million budgeted for school equipment and furniture? Mr. White explained that this line item is not spent by the Capital Projects Department, but it is for replacement of chairs, desks throughout the district. Schools that have this need will call into the Purchasing Department. Mr. Hooks asked for clarification and this costs \$1 million? Mr. White said it has been excess of that amount in the past. Mr. Hooks asked what fund does this come from and Mr. White explained that it is funded from the Capital Projects fund but it is administered by the Purchasing Department. Mr. White added that it could also include items such as science equipment or any other type furniture used in the classroom.

Approval to Begin the Process of Renaming the Professional Development Center The Wanda L. Gunn Professional Development Center. Mrs. Crawford stated that Mrs. Gunn worked for Caddo Parish Schools for over 50 years in numerous capacities in the instructional area and she is recommending that the district recognize her service and love for the students, teachers, the district in this way.

Approval of Newton Smith 6th Grade Center. Miss Green asked when the Board approved Vision 2020, it was what was recommended. Dr. Dawkins explained that the 6th Grade Center was included in that, but the location was not determined at that time. Because Newton Smith was officially closed, this is to bring the facility back online for use as a 6th Grade Center. Miss Green asked if the Board is being asked to vote on this at the next meeting? Ms. Priest responded that is correct and Miss Green stated that she sure hopes we know what we are doing. Mr. Hooks asked the superintendent if he is aware that Newton Smith is not equipped for a middle school? Dr. Dawkins stated that Newton Smith has been on-line as a middle school and it has some issues with a gymnasium; however, staff is creating some outdoor space that will provide the 6th graders with these experiences. While there were some challenges, he believes the covered space will meet what needs to be done; and we are also working with Green Oaks and Southern to use some of their indoor spaces. Mr. Hooks asked about transportation for students because of the distance Newton Smith is from those who will be attending there? Dr. Dawkins stated we are transporting a number of students anyway, and we believe we can route

the students so that there is not anything additional in terms of routing. Mr. Hooks asked if Newton Smith is the only 6th Grade Center and Dr. Dawkins explained there is a 6th Grade Center at Caddo Middle Careers and Technology Center.

Mrs. Crawford asked Dr. Dawkins how many 6th grade students will be attending Newton Smith and what is the school capacity? Dr. Dawkins responded close to 400 and the capacity is approximately 500 students. Mrs. Crawford asked if the money has been approved for providing the covered space for P.E.? Mr. White explained there were options, but the Board never approved money for the project. Staff can revisit this with the Board and bring back the options if the Board so chooses. He also explained that an exterior dual port installed on the East side of the school building and a single port on the West side were proposed and staff looked at covering the dual port so the children would have a place in the event of inclement weather for Physical Education. Mrs. Crawford asked if the furniture (desks, chairs) are all appropriate for middle school students? Mr. White responded yes and they were changed to this two years ago. Miss Green asked the Superintendent when will the teachers at Newton Smith know where they will be? The Superintendent responded that is now happening.

July Meeting Dates. Ms. Priest stated that it has been the Board's tradition to have one meeting during the month of July. After discussion of possible dates, it was the consensus of the Board to hold two meetings in July because of the many changes taking place. Mrs. Crawford stated that she too believes it is critical to hold two meetings in July. Mrs. Crawley stated that two meetings are fine, but if the majority of the Board doesn't support two meetings, she asked that the one meeting be held on July 19th. Mr. Riall stated if there is a meeting on July 5th, he will be out of town and will be unable to attend. Ms. Priest proposed that the two meetings in July be scheduled for July 12th and July 19th.

Increase in Meal Prices for Child Nutrition Program. Superintendent explained that embedded in the proposed Consolidated Annual Budget is a request for an increase in the meal prices that the Federal Government is requiring. The minimum increase is 10 cents and that is staff's recommendation. Deborah Harris, director of child nutrition, explained that in December 2010, the Healthy Hunger Free Act was passed and with the passing of this act, the USDA was directed to increase meal prices of paying students to be equal to at least the reimbursement we receive for a free child. She said the amount received for free students is \$2.46 and instead of attempting to raise the meal prices to that amount, it is proposed that the district gradually increase of 10 cents a year so it will not be a great hardship to the parents. Mrs. Harris stated it is felt that the monies are being taken from reimbursements to make up the difference for paying students. Mrs. Crawford asked if this passed in December 2010, why has the Board not addressed this before now? Mrs. Harris responded that it does not go into effect until July 1, 2011. Mrs. Crawford asked if this will only affect paying students? Mrs. Harris agreed. Mrs. Crawford asked how many students does this affect in Caddo? Mrs. Harris responded that for the number of paying students that eat, it represents 123,963 student-paid meals. Mrs. Harris said if the student-paid meals are increased by 10 cents, it will increase the amount to approximately \$93,000. Mrs. Crawford asked if any of the money from ice cream sales in the cafeterias can't be used for the 10 cents? Mrs. Harris responded we can do the difference, but what happens is the use of the funds are used up for that of the paying student and is what the Federal Government is trying to eliminate. Once the Child Nutrition Program funds are used, then Caddo's General Fund will have to pick up all the funding. If USDA feels that Caddo has not done its part in addressing this concern, they could deny us the National School Lunch and/or School Breakfast Program. Mrs. Crawford responded that is not what she is saying, but only that she does not want to put this on those who are paying. Mrs. Crawford asked staff how many years will we add this 10 cents to the lunch price? Mrs. Harris explained that the district has 10 years to bring it up to the \$2.46 reimbursement rate amount, and the Board may choose not to increase this year; but it has 10 years to get it up to that amount. Mrs. Crawford asked staff how much do paying students pay? Mrs. Harris said elementary students pay \$1.50, secondary students pay \$1.75. Mrs. Crawford asked if she understands correctly that 10 years from now it will a \$1.00 more? Mrs. Harris said that is correct if the reimbursement rate does not go up. Mrs. Crawford asked if she is correct that the General Fund gave money to the Child Nutrition Program this year? Mr. Lee said we have not, but they received a small portion of the MFP from the district, but it was not from the General Fund. Mrs. Crawford noted that if it is now \$2.46 and a dollar over the year is added to it, we will actually be over this. She shared how she hates adding a cost to the paid lunch because even though 10 cents is not a lot, it is to some.

Ms. Priest noted the equity in school lunch pricing that is under this act and the law specifically states that we have to comply with this and requires the USDA to collect it. She added if we do not comply with this requirement then the district will see a reduction in future Federal funding.

Roll Forward Property Millages. Mrs. Crawley said this will generate about \$5 million for the General Fund and she will attach to her motion that this \$5 million be used to reinstate the most necessary secretary/bookkeepers. She stated that she will ask the superintendent to put together a committee that involves principals and members from his staff. She said if we wait to roll forward next year, it will hit the taxpayers a lot more as a result of homes being reassessed, so it is better to do this now. She added she knows it is a political thing and that is why she is requesting these dollars be designated for rehiring needed secretary/bookkeepers. Mrs. Bell asked the maker of the motion if this is a one time thing, because she does not want to bring these employees back and there not be recurring revenue and have to go through the same thing next year. Mrs. Crawley said it will be \$5 million every year. Mrs. Bell asked Mr. Lee to verify that the district will receive this \$5 million every year? Mr. Lee explained that at Board members' stations is a packet of information on rolling forward property millages. He said the drop-dead deadline for Board action is July 15th; and the July 19th Board meeting would be too late. Mr. Lee said there are two resolutions that must be adopted to roll forward property tax millages – (1) one currently on the agenda for June 21st establishing the millage rates as they are currently are with no increase, and this must be done even if the Board chooses to roll forward the millages; and (2) set a Board meeting in July before the 15th to address the roll forward. He further explained that it cannot be done in June because of advertising requirements because of doing this without taking it to the taxpayers for a vote. It must be advertised twice 30 days prior to the Board voting to roll forward and if the Board votes on it July 15th, the second advertisement must be done by June 15th. Mr. Lee also stated that if the Board votes in July to roll forward these millages, it will take us to a higher millage rate at the last reassessment and provide these funds. He also stated if the Board increases the millage this year and the tax assessor reassesses property next year, and we follow the historical trend, the overall tax base in the parish will be higher, but the assessor will adjust the millage rate down so the district continues to get the same amount. One concern in rolling forward the property millages could possibly be upset taxpayers because we passed on taxes to them that they did not have a say in.

Mrs. Bell shared her concern regarding the finances and she does not believe we know enough about this at this time to do this. She stated that she contacted the tax assessor's office to ask questions and she will study this, but this is only \$5 million and it will not bring everyone back and she wonders if this revenue does not continue will we back to this same situation again? Mrs. Bell said we want to make sure if we do this that it is the best thing for all.

Mr. Riall asked Mr. Lee what were the millage rates set at the last time? Mr. Lee said they are set each year and the taxpayer dictates what they will be on a four-year reassessment; and unless a roll forward is done, it is established at the fourth year. He further explained that the three years between each assessment, the millages remain at the same rate set by the assessor unless the Board chooses to roll forward. Mr. Riall asked Mr. Lee to explain how we accumulated this 4.8 mils? Each four years as the property values increase, and they have for many years, the Board can choose to bring it back to the level voted on. Mr. Riall asked if the Board votes to roll forward, will the district receive the additional property tax? Mr. Lee said that is correct in December and January. Mr. Riall asked when they reassess property values next year, will they drop the millage again, but we will reflect the additional \$5 million? Mr. Lee responded that is correct. Mr. Riall asked if he understands correctly that to vote on this by July 15th, we must publish two notices by June 15th, because if so, the Board does not meet until June 21st? Mr. Lee said that is correct, and we can follow through with the process no matter what the final Board decision.

Mrs. Crawford asked the Superintendent about the numbers discussed when previously discussing this and asked if those numbers are on top of what we already pay? Mr. Lee said that it is on top of what we receive. Mrs. Crawford asked if the roll forward represents an addition to what taxpayers already pay? Mr. Lee said that is correct, the numbers are the additional amount. Mrs. Crawford asked if she understands Mr. Lee's concern to be millages that we already have due in the next couple of years and the roll forward could possibly endanger those millages passing? Mr. Lee said that is correct if taxpayers are upset enough, it could jeopardize them. Mrs. Crawford stated she understands there are taxpayers in this room, but there is no guarantee that the money would be used to bring all the workers back since we are still spending \$15

million more than what we are receiving? Mr. Lee explained that it will depend on how the motion is made, because if the motion is that the money will be used to rehire employees laid off, this amount will not bring all laid off employees back and he does not know how you would choose which ones are brought back. Mrs. Crawford also asked if it is possible there may be additional cuts? Mr. Lee responded that the Superintendent has indicated this is not all, but he has not received any directions. She also asked Mr. Lee if the millages coming will create more than what the roll forward will generate and Mr. Lee said that is correct, much more. Mrs. Crawford said while she understands there are taxpayers in this room, there are also those taxpayers in this room that lost their jobs or their husbands have lost their jobs and benefits. She does not want the Board to make a decision that will jeopardize these further and possibly cause them to lose their house. She added there is much to be considered before making this decision.

Mr. Lee added that when this comes for action, he reminded the Board members that it requires that 2/3 of the Board members are in favor, not 2/3 of those present, but of the total membership. Mrs. Crawford asked the Superintendent if he plans on making additional cuts in the future and the Superintendent responded yes. Mrs. Crawford shared that she only wants everyone to have all the information needed to make this decision.

Mrs. Crawley stated that doing this will not bring back everyone, but she hopes the Superintendent and his committee will choose to only cut the extra positions not needed. She also said that she asked Mr. Lee what the additional taxes would be, and she assumed the \$38 quoted is the average increase in additional property taxes, which she doesn't believe will cause anyone to lose their home. She quoted the philosophy of a bird in the hand is worth two in the bush and now we have this in hand and the pink slip in the other hand. Mrs. Crawley stated she does not believe a bond issue has a chance of passing and she believes staff has philosophies also rather than answering questions. Since tax proposals do not typically draw lots of people, she believes, as stated before, this will bring back some of the employees laid off and possibly trust from the public by connecting the dollars to what is critical, and that is school site persons. She asked that the amounts be broken down and shared with her, numbers in the top 10 school sites.

Mr. Hooks asked the Board if it thinks it is fair to increase taxes on people that have been given pink slips? To him, this is like a slap in the face. He said we have taken their jobs and their benefits and he does not believe this to be fair.

Reinstate Employees who entered DROP prior to RIF and are set to retire by December 31, 2011. Mrs. Crawley requested that staff provide her with information on how many employees would be included in this and what the cost will be? Mrs. Bell asked the Superintendent/staff to further explain and Dr. Robinson stated that the reference is to those already in DROP so the process to come from DROP to actual retirement is a short, abbreviated process and a matter of paper work. Mrs. Bell asked if those affected by this are saying they will retire in December? She responded that they notified personnel prior to RIF that they would be retiring when they came out of DROP. Mrs. Crawley said she is only referencing those that are already in DROP and are scheduled to retire as soon as they come out of DROP and before December 31, 2011. Mrs. Bell stated that she too would like to know the number. Ms. Trammel clarified that if someone is in DROP right now and they know they will retire by December 31st, why can't that person retire now. Mrs. Crawford explained it will cost them a lot of money, thousands of dollars. Dr. Robinson responded that a person who would choose to retire now as opposed to December 31st would lose six months of compensation that figures into what they will receive the rest of their life. Ms. Trammel said she recently retired and once they did her configurations, her money did not change that much. Dr. Robinson explained that it is individually based on an employee's salary. Mr. Hooks asked about an employee's accumulated sick days and vacation days? Dr. Robinson explained that sick days are lost in the RIF policy.

Authorize an Internal Audit of All Departments and Functions of the Central Office Staff in the Following Order: (1) Operations Division, (2) Academic Affairs, (3) Student Support Services, (4) Human Resources, (5) All Other Functions of Direct Report to the Superintendent and Provide the Audit Reports to the Caddo Parish School Board on the Review of Each Department as it is Completed. Mr. Ramsey stated that doing this will identify and address appropriate staffing issues, practices, implementations, policy, and just about every other question that has been asked. While he doesn't know what to expect, he does expect that overall the staff has done a decent job of trying to pursue a difficult task; however, he believes it to be appropriate at this time to do this audit to take an internal look, to quantify,

verify and if there is a need for further staff reductions because of duplication of clerical services, may be forthcoming, as well as how to manage the fleet. He said he believes this audit will also address the technology questions asked and concerns about the payroll system, the HR component, et. al. and he expects that all of these things will be looked at with a detailed report to the Board. If, at that time, there is a need to pursue action, he will be the first to make a motion to pursue such action. He stated this is something that needs to be done on a periodic basis and it has been some time since this was done. He said the bad news is there is still a \$15 million spending issue that must be addressed; and while it is not an easy task, it is a much needed process the Board must go through. Mr. Ramsey also asked that the Superintendent, in guiding the school system and making the decisions, to make sure the cuts are done fair and across the board.

Mr. Riall asked about guidelines for what we want? He also asked if staffing efficiency will be addressed in all departments. Mr. Ramsey said the beauty of an internal audit is everything is on the table; and at this time if there are additional questions, maybe the internal auditor would be the one to ask the questions. Mr. Riall stated that in conducting an audit, he shared that he believes it to be important that this auditor answers to the Board and is not overseen by any member of staff and can we be assured that this will happen? Mr. Ramsey reminded everyone that the policy reflects that the Internal Auditor does report to the Superintendent. He also referenced he is familiar with one audit that this individual prepared and it was a very prominent audit. He said such an audit may also reveal some things the Board may need to address. Mr. Riall stated that he doesn't want to imply anything, but he believes in doing this audit, we need to be totally honest and transparent. Mrs. Crawley asked Mr. Ramsey if the order given is the order in which the expected report should be presented, and Mr. Ramsey said it is, and he expects this report to be done and presented in a timely fashion, possibly 2-3 months or longer.

Ms. Trammel asked Mr. Ramsey if she understands that the person he wishes to conduct the audit is the Chief Internal Auditor, because he is the only one that can do it. She asked will he not be evaluating the positions and departments that he works with? Mr. Ramsey said he will utilize whatever staff resources available that report to him. Mr. Trammel asked if we have done an internal audit before? Mr. Ramsey responded that the only internal audit he is familiar with is one dealing with land acquisition on Norris Ferry Road. Ms. Trammel asked if an audit was not done in this building to evaluate jobs? Mr. Ramsey responded that if Board member Trammel is referencing the compensation study, it is not the same, since there was a consultant hired to do a study. Ms. Trammel asked what was learned from that study? Mr. Ramsey said he believes that is talking apples and oranges, and he believed what the Board learned from the study and what Ms. Trammel learned from the study could be two different things. He further stated that the result of that study was the result of an outcry for a new compensation plan. Ms. Trammel stated she remembers employees having to complete forms on what one's job responsibilities were and they evaluated them to determine if jobs were the same or overlapping. Mr. Ramsey asked the Internal Auditor to share how he would look at the clerical staff to determine efficiencies and inefficiencies. Mr. Howard said that is correct and the compensation study is not something his department conducted. Ms. Trammel stated she understands, but asked why can't we take advantage of what was learned from that study? Mr. Howard said the purpose of that study was not to evaluate departments for efficiencies which is what Mr. Ramsey is asking for. Ms. Trammel said she believes that is what the consultant said the compensation study would do. Mr. Howard said he wasn't involved in that particular study, but he does not believe the purpose was to evaluate inefficiencies and efficiencies. Ms. Trammel asked what will happen when this is completed. Mr. Howard said that he will need to sit down and plan it out and determine what needs to be looked at and come up with a program. Mr. Ramsey stated that one thing that may come out could possibly be redundancies in the clerical staff and perhaps some streamlining could be done.

Mrs. Crawford asked Mr. Ramsey to put a time period on the motion so it does not take a year to complete? Mrs. Bell asked if she understands that the one auditor will be the one to go from office to office to conduct this audit? Mr. Ramsey responded that as he understands it, the Chief Internal Auditor reports to the Board and is the only one that has the authority to direct staff in the conducting of an audit to determine practice versus policy issues, policy conflicts, are we utilizing clerical staff, vehicles, practices appropriately, etc.

Ms. Lafargue explained that the function of an Internal Auditor or the Office of the Internal Auditor is similar in many governmental agencies and it is a staff that does not report to any

single person in that government agency and operates independently even though they are employed by the organization. As auditors they are trained to review an organization and its practices, bookkeeping, management, and the organization (the Board) can ask the Internal Auditor to conduct an audit of aspects of the organization. The sole function of the Audit Office is to be independent of any other department of the organization and report only to the Board. They should honestly and professionally give the Board an opinion about how the organization operates without the need for hiring someone outside the organization to conduct such an audit. The scope of the authority of the internal auditor is established in the Board's policies.

Mrs. Bell asked Mr. Howard how many CPAs are in this department? Mr. Howard responded there are two (himself and one other) and there is a CIA. Mrs. Bell asked why Mr. Howard is the only one that can do this? Mr. Howard explained that he would use his entire staff to do this. Mrs. Bell asked Mr. Howard what his current function is as Chief Internal Auditor? Mr. Howard explained that his department periodically conducts audits of various departments even though it is not within the scope being asked by Mr. Ramsey. Mrs. Bell asked Mr. Howard who he reports to and Mr. Howard responded to the Superintendent, but on the organizational chart his position reflects a line to the Superintendent and a line to the Board. Mrs. Bell asked these questions because some Board members asked for a time line and she believes if this is done correctly, it will take some time, and Mr. Howard confirmed it will take some time to conduct these audits. Mrs. Bell asked if these reports reflect there is an overlapping of clerical, etc. will there be another reduction in force? While this is a good thing and is something that should have been done before now, we need to look very closely at this and take the time needed to do this right. Mrs. Bell stated that her concern is that there are not enough employees in that department to be able to conduct this audit within a year's time. Mr. Howard stated that this audit will be done as expeditiously as his staff can do it and do it correctly.

Ms. Trammel asked if we are saying there is a need to embark on time as it relates to doing this audit and the Board received information relative to employees being laid off one day in advance, so she doesn't understand how we are weighing the difference in time. Ms. Priest stated that Mr. Ramsey's agenda item and motion state to authorize an internal audit of all departments and function of the Central Office and staff in the following order: (1) Operations Division, (2) Academic Affairs, (3) Student Support Services, (4) Human Resources, and (5) All other functions of direct report to the superintendent and provide audit reports to the Caddo Parish School Board as the review of each department is completed. Ms. Trammel stated her understanding, but the question was relative to the time, and because it didn't take us a year to do other things, she does not believe it should take a year to do this audit.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA

President Priest announced that 2.01, 7.01-7.02, 8.01, 8.04-8.12 and 8.14 are the consent agenda. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the June 21st CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Gae Graham, parent of two students in Caddo Parish, shared petitions with the Board and her disagreement with the process followed to lay off employees to cut costs, in particular the secretary and bookkeeper at Eden Gardens Magnet. She stated her understanding that difficult decisions need to be made, but she believes the principal should be able to choose his/her staff members. They want their office staff back and asked the Board to reconsider and return these employees to Eden Gardens.

Kristy Payne, parent, shared her concerns relative to the budget regarding the following items that need further justification, clarification or review: (1) increase in the remediation program from \$91,000 (2009) to \$5,532,000 (this year), (2) increase in summer school from \$416,000 to \$915,000, (3) ISS increased \$68,000 over the past two years, (4) Inservice training increased \$186,000 over the past two years and this budget reflects almost \$1 million, (5) legal counsel used to be \$250,000 and as a result of the restructure, it is now \$650,000, and (6) travel expenses are budgeted at more than \$3 million but at Eden Gardens the PTA pays for their travel expenses. She said there are others such as elections and school board association dues and it is her feeling that there is no place for extravagant increases in the budget if it costs the school a staff member, especially when the two fired take no benefits from the parish. She encouraged the board to use

the millage roll forward to reinstate staff only, allow principals to make all final staffing decisions at their school, and do not blanket the entire district but release those employees who are inefficient. She encouraged the superintendent and board to explore these more responsible, sensible options other than sacrificing their best assets.

Christine Tharpe, parent of two children, addressed the Board on the recent decisions to cut staff and presented the Board members with a petition to reinstate the four support staff recently laid off at Caddo Middle Magnet. She asked Board members if they have ever worked in a school office and observed the constant activity and the importance of the role of each of these staff members. She said she believes the layoffs were poorly thought out, it was concealed from the public in an underhanded manner, and it was unnecessary. She addressed the millions of dollars the board has approved in consultants and unnecessary studies. Ms. Tharpe addressed the importance of parental involvement and how hard PTAs work to provide additional needs for the schools; and while she understands the decision to approve layoffs was hard, but necessary, she was disturbed when the reference was made that the school board is like any other business. She said this is different than just any business, because it is the community, our children and home and the staff at the school are members of their extended families. Ms. Tharpe asked what is the \$16 million in technology spent on because their PTA has fund raisers every year for new computers and smartboards. She asked the Board to remember who they work for and that the employers are not happy.

James Jackson stated he originally wanted to discuss the closing of Caddo schools, but he believes the Board has voted on something without going to the people who placed Board members in office. He said he knows what is going on and he believes staff should have gotten input from the principals as to who's doing the work. He encouraged the Board to listen to these who are asking for fairness, honesty and integrity and think about the decisions being made.

Darla Feibel, school secretary at Northwood High School, addressed the Board on the recent reduction in force process recently enforced. She shared her understanding of the critical budget decisions the Board must make; but, also how critical the office personnel are to the operations of the school. She questioned why there are no Central Office secretaries being laid off and why are the Central Office clerical positions more highly valued than the school-based staff? She said she believes high schools will experience the greatest impact when they lose 16 secretaries at 11 sites and Central Office is losing 10 clerical positions out of 130 positions. Ms. Feibel encouraged the Board to reconsider the method of enforcement of the Reduction in Force and keep the clerical staff that directly affects the students of Caddo Parish. She also said if given the opportunity to remain as the secretary at Northwood High School during this financial crisis, she is willing to forgo her salary and work for benefits, because that's how important her school and her community are to her.

Shannon Fortenberry, school counselor, addressed the Board on the Reduction in Force. She highlighted the training that had gone into JPAM and the Block schedule and tonight saw how much money is budgeted for training and inservices. She shared her concerns that the top two high schools, the top two middle schools and the two top elementary schools have been gutted of their office staffs and the year will begin with someone who does not know how to do high school registration. She talked about how instrumental the front office staff is to the school's operations. Ms. Fortenberry stated that the problem is how this was handled and how angry parents all over the parish are. She encouraged the Board to reinstate these employees before we have students sitting in a gymnasium for two weeks without schedules.

Michael Roy, 33-year employee, shared with the Board the many responsibilities he has had while working for the system 33 years and he has been laid off. He talked about the importance of having someone with the skills and he has learned that while his position may have been eliminated, there will be someone else doing what he did. He also shared with the Board that he is the employee that is scheduled to come out of DROP in September, but he is unable to use his sick days until that time, and is being told that as of June 30th he will no longer have a job. He also said he doesn't believe it is fair that employees sick leave time is taken away from them when they need it.

Jana Byford spoke on behalf of the secretary at Northwood High School and the impact that she had on their decision to enroll their son at Northwood. She encouraged the Board to revisit the budget and keep this person at Northwood High School.

Lisa Folsom shared with the Board faces she remembers from her childhood, those who worked in the office where she attended school and how important they were. She asked if the Board has thought about such issues as who will send out report cards, who will hand out band aids, who will give insulin shots, etc. because it is those in the front office that have these responsibilities. Ms. Folsom stated that her concern that students might be sitting in the gym for two weeks at the start of school waiting to be placed in classes and she wants to know how long it will take to get people in these positions. She asked the Board to reconsider the time it will take to train people to take these positions.

Mike Myers, teacher at C.E. Byrd, stated he knows the Board has many hard decisions before it, but he echoed what he heard throughout the horseshoe about a funding source. He reminded the Board that funding public education is a need because it is the most important part of a community. Mr. Myers referenced that a funding source for consideration is the roll forward of property taxes; and while he understands his property taxes will increase, he will gladly pay this if it will save these jobs. He also noted that he does not believe how this was arbitrarily done was not fair, because the basic responsibilities of a secretary are obvious (filing, answer phone, type, computer work). He believes at this time rolling the millage forward is a funding source that can solve these problems today as well as into the future. If the Board is not willing to pay for good education, Caddo schools will fail; and he encouraged the Board to take the initiative and save our schools.

Leann Anglin, parent and citizen, offered her observations of how many Caddo Parish classified persons lost their jobs last week and she would like for the public to see this list and the schools that are affected by next week. She said since the 2009-10 budget two years ago, Caddo Parish has seen a reduction of 27% in school-based clerical workers and the Central Office has seen a 3% reduction in clerical workers. Ms. Anglin also noted that in the 2011-12 budget, 166 classified personnel were cut, 150 from the schools and 16 from Central Office. She stated her concern that in the budget work sessions she attended, never was there a complete budget presented that reflects the whole picture of Caddo's schools operation, and a final proposed budget will not be available until Friday. She asked if the Board is making the best decisions based on facts, because as of today, June 7th, principals are unable to hire critical positions, subject teachers not in the pool because of waiting on the decision with the budget. Ms. Anglin said she is remaining hopeful that everyone will get answers and will get a detailed proposed budget and that everyone will work together to decide the best solutions and that this process will begin again in January 2012 for the 2012-13 school year.

Tracy Sparaco, Herndon office clerk for three years, shared her concern that whoever is sent to Herndon will be able to meet the many special needs of the students. She stated that she doesn't believe the effect on the schools was taken into consideration and that possibly it should have been implemented on a school-by-school basis, talking to the principals. She encouraged the Board to consider eliminating expenses such as the employee appreciation luncheon and just express appreciation to the employees by letting them keep their jobs. In the Board's desire to run the district like a business, she believes as a business, the Board has failed its customers, the children. She encouraged the Board to rethink this decision and do what is best for the children by returning the employees to their positions.

Pat Manning, librarian at Ridgewood, addressed the Board on the recently implemented RIF policy and the important role their secretary/bookkeeper played in the daily operations of their school. Mrs. Manning stated she is before the Board because of her passion for children; and that having a special needs grandchild, she learned that each and everyone is a special needs person, each and everyone is developmentally delayed, and each and everyone has a need for validation. She shared with the Board the time their secretary/bookkeeper spent with a special needs student and how she reinforced what this student was learning in the classroom. Ms. Manning stated the importance of stability in special children's lives and how moving people in and out of their lives affects them.

Amy Watkins, PTA president at South Highlands and parent, encouraged the Board to reconsider its decision on implementation of the RIF policy because of the negative effect this decision is on the students at South Highlands and Middle Magnet. She stated that the 166 employees let go were done so without any consideration of how they will be replaced, by whom will they be replaced, and the affect it will have on the students. Ms. Watkins stated that South Highlands is

the number one elementary school in the State of Louisiana with revenues of more than \$500,000 that the secretary/bookkeeper is responsible for and who trained on her own time for over a year to replace someone who held that position for over 30 years. She also shared her concern for no principal input in these decisions, and she believes the Board's decision has crippled the schools.

Sharon Ketchum, Forest Hill PTA President, stated that after hearing everyone express their concerns, she understands how important yet difficult change can be, especially for one with a special needs child. Ms. Ketchum also shared how difficult she knows it has been for everyone to come together and cut the budget in ways that can be agreed upon. She also asked if, in the midst of this, anyone has visited a school office to observe all that those do in the school office; and how impossible it will be to replace those that are being let go. She said with this decision, there will be more responsibility and stress placed on those left in the office, and there are many concerns for those that must work long hours and take on additional responsibility and mistakes that can happen when one is overworked and tired. Ms. Ketchum also referenced budget discussions and that on page 15 under Instructional Staff Services there is an unfilled position because administration has not found anyone to fill it; because she knows there are many good, qualified people in Caddo for that position. She encouraged the Board to bathe this in prayer and ask for guidance in the decisions.

Scott Hughes, Alliance for Education, stated he wasn't going to speak tonight, because he thinks it is for the employees and he thinks the Board will hear enough from the employees over the impact; but enough things have come up that he has a list he is going to run through as the Board goes through its budget process. First is disappointment and he was told very clearly tonight that he would see a final budget; and it has been laid over two weeks for adoption on June 21st. You have failed! Over the past several weeks some amazing statements have been made which the Board has not questioned. At the last budget session under the cost of cars, it was mentioned by one of your highly paid staff people to not worry about the depreciation because it offsets the cost. He said you don't pay taxes, there's no depreciation in Government accounting and not a single one of the Board member's caught that. He said the CPSB cars cost flat out cash and meals were mentioned today; and while he may have misheard, he heard that 126,000 paid meals are served. If you divide that by 160 school days, that is about 750 paid meals a day. Over 74 schools or ten meals per school. Something's wrong there or we should eliminate the feeding program. Of course, millage, and we have talked about an extra \$33 a year for millage, but Caddo Parish is already the highest millage parish in the State, and this is not a revenue problem, it's a spending problem; and he advised the Board to once again heed the advice of your financial director, who is warning the Board about being careful going forward with a tax roll, because it is not about roll forward anymore; this is about the renewals about the Board's tax millages next year at this point. He stressed to the Board to be very careful about millage rollage; but for the record, the Board has not listened to the financial director for the past four years, so why start now. He said the Board also talked tonight about preparing that school in reference to Newton Smith; and unless he reads minutes incorrectly, this Board voted specifically to shut Newton Smith down and it has not voted to open Newton Smith again, and any expenditure in preparing Newton Smith for next year will be an illegal expenditure of his tax dollars. Until the Board reopens Newton Smith, Mr. Hughes said the Board cannot spend a dime preparing it unless, like the Lafayette District Attorney had to remind the Lafayette School Board, transparency, unless you are meeting behind the scenes and counting seven votes, and he suggested to the Board that the process suggests that it is. He said nothing has come to this Board that doesn't seem to have seven votes and he closed with the following, stating that he wants to ask a question that maybe the Board will answer in the next two weeks before the budget is approved. He said there is a rumor going around the community that the Board has also gone to a Federal Judge and asked about unitary status and you were denied, and he would like this Board to address that since he has already opened discussions on unitary status and Consent Decree issues with the new issue on the Board's Vision 2020 Plan. If we keep having votes come up that appear to be seven votes in the pocket before it gets to the public, then it might be necessary to have the Caddo DA come and explain public meeting law to you.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, asked the Board to compare the show Family Feud, where family members are asked to guess the most popular answers of others to certain question, and what would the most popular answers be to the question of "what are the basics of public education?" In addition to school houses, teachers and students, would the most popular answers be Central Office or other non school sites? Mrs. Lansdale stated she believes the team that created the Caddo School Board's lay-off list

obviously put management at Central Office as number one, and she says this based on the fact that it is the team that created the list that put school secretaries in different categories from secretaries at other school sites, including Central Office. She noted the principal's secretary being laid off, but the person who took her place at Building 6 was not laid off. Being a part of the committee that revised the RIF policy, there was never any mention of dividing employees based on schools and other sites, because secretaries are all the same grade and the only difference in their separation is in the compensation study. Mrs. Lansdale stated they are also perplexed because the clerks laid off were required to take a parapro test required by No Child Left Behind; thus she questions why office and library clerks be asked to take this test? Is it because it allows Central Office to interchange these employees based on the need? She said it does not make sense that they are interchangeable when hired and working, but separated only when fired? She stated that these questions are posed to the Board to say that layoffs must be based on needs of the district, they should not be based on politics, or who will give the District the least amount of trouble, but based on policy and not subjective interpretations as they have seen in these layoffs. Mrs. Lansdale said they have asked these employees to step forward and avail themselves of the appeals process in Board policy and asked the Board members to take a closer look at the fine print of the Board's layoffs, the exit strategy, i.e. the 33-year retiree in DROP and only a few months from retirement, the many four-hour custodians, because they deserved more than a letter in a mailbox. Mrs. Lansdale also announced and invited those interested to attend a meeting at the CFT office on Friday to explore the options available to them through the Board's policy. She also reminded the Board President that there are those in the audience that did not sign a Visitor's Card yet they desire to speak and that in the past, signing a card to speak at the work session was not necessary.

Daryl Roberson, Caddo Association of Educators, said there are so many unanswered questions and plenty of blame to go around in the implemented reductions. In the Board's consideration of possibly rolling forward the property millage and creating approximately \$5.5 million to understand that this roll forward will, on an average, cost approximately \$1-\$10 a month for homeowners whose property values are \$100,000 to \$350,000. He said the Board's unwillingness to move funds from undesignated funds that are moveable to help the District's General Fund balance crisis only brings more questions. Mr. Roberson asked at this point who can be blamed, who can be called into accountability, how can we get out of this mess, who will suffer the most from these tough decisions; and again, who can be called into accountability? Mr. Roberson asked if sound decisions have been for the students and employees, who can be called into accountability? He also asked the Board if the decisions being made are sound decisions, will they put the school district on sound financial footing? If not, who can be called into accountability? Mr. Roberson said there is blame enough to go around in poor decisions, decisions made without all the information needed or the best information, self-serving decisions, a lack of vision, a vision that is proving to be costly beyond dollars and cents, and these decisions now have everyone in a blame game. He asked the Board and administration what will be done to make things right? Mr. Roberson challenged and urged the Board to take the draft budget for 2011-12 and go through it page by page, line by line and get a complete understanding of it, because we are in very lean times and there is a great need to trim the fat. He also reminded the Board that all eyes are on the Board.

Sarah Nick stated that she is honored to be Caddo's District VII Teacher of the Year and will be going to Baton Rouge in July. She shared with the Board that in her home when there is no money, they stop spending. She commended the Board on its stamina, because it is important, and she said she believes the Board is hyper analyzing everything without seeing what is truly important. Ms. Nick said if you take away the people, the warm bodies that directly interact with the students, you have started what will be a disaster. Ms. Nick said she believes the district should be able to run the district with the monies it has and while she doesn't understand where the \$88 million surplus went, this is something she would be interested in seeing. She also commended Mr. Ramsey on his internal audit; however, to her it sounds like the old cliché "a pound of cure". Having more children in a classroom will not increase students' learning, but it decreases it and shared her experiences. She also asked about the phones placed in teachers' classrooms and the cost to place them there, because she does not have one anymore. Ms. Nick shared with everyone products that she sells to earn money to buy computers for her students. She also shared how the secretary/bookkeeper at their school worked four days beyond her last day at school to make sure the school was left in good order for whomever might follow her without training.

Jean Pomeroy, teacher at Caddo Middle Magnet, asked about all the money and where did it go? She explained that having served in the military and experiencing reductions in force, base closures, etc. she experiences cutting slots and she does not understand how Caddo's RIF policy is being implemented. She questions where people will come from to fill the vacant positions. Over the past few years she understands there have been accounting irregularities that have gotten a lot people in trouble in this area and around the country and one of the things she does to get much needed items in her school is to do fundraisers. She said their two support staff for the year were let go along with two additional persons and she questions who made the decisions that affected these schools.

Lisa Doyal, Eden Gardens office clerk, shared with the Board her concern over the RIF implementation and the important role the office staff members play in the lives of the students at their school. She asked that if the Board is going to do a true RIF and the only qualification to be considered is time of service, to do the RIF of all classified positions paid from the General Fund regardless of where they serve, regardless of their class, regardless of who they are secretary to. She said while her job may still be affected with this method, but a secretary at a school for 15 years would still have her job. Mrs. Doyal shared that it is unfair that an employee with 33 years has to walk out the door when the district continues to employ persons that have only been employed for one or two years. She said she wants her job back.

Brooke Doyal, daughter of Lisa Doyal, shared her concerns of how people and families have been affected by the Board's decision. She said she doesn't understand how the Board can take someone's job who has served the district for 33 years, and how taking away her Mother's job could possibly cost her the opportunity been afforded her in clinicals.

Lee Lewis, school secretary/bookkeeper at South Highlands, explained that she took two years to train under the former secretary, and her concern for who will take this position and learn what she trained two years to do, along with the many other duties someone in the office performs on a daily basis. She encouraged the Board to remember that it is the students being affected, and challenged any Board member to sit in her desk for one afternoon and observe what happens in a school office.

Sacha Howard, office clerk at Oak Park, stated that she took this job to better herself and in this job she gained the love of 357 children; and when these children return in August, they will not see Mrs. Howard. She questioned the Board why they would vote for this if they were not for it?

Kimberly Hay, employee in the only budget cut at Keithville, shared with the Board the affect of this layoff on the schools. She stated she served as the attendance clerk, the discipline supervisor's secretary responsible for inputting any and all discipline for teachers who did not have access to the students records, did court referrals, anything asked of the counselors, and "any other clerical work assigned by administrators" as listed on the job description. She said she will keep her promise to the students that she would see them next school year because she will be there August 4th to help those reporting back so they are not overloaded with the start of school; and when the students report back, she will also be there to help them make transitions.

Adjourn. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 9:15 p.m.*

June 21, 2011

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 21, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green (arrived at approximately 4:50 p.m.), Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Rachal led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 3, 2011, MAY 12, 2011, MAY 17, 2011, MAY 24, 2011 AND MAY 31, 2011 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. Bell, to approve the minutes of the May 3, 2011, May 12, 2011, May 17, 2011, May 24, 2011 and May 31, 2011 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Dr. Mary Nash-Robinson, on behalf of Tricia Grayson, Superintendent, 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.

Music Presentation. Allison Case, student at Youree Drive Middle School, was recognized as the 2011 National Reflections Award of Excellence and 2011 ArtBreak Music Composition Winner. She shared with the CPSB and audience one of her piano musical compositions. Ms. Stacey Hood is her piano teacher, Victor Mainiero is the principal at Youree Drive and Dr. Kathy Retelle is the music supervisor for Caddo Schools.

Louisiana Project G.U.M.B.O. MUDBUG Team. Pam Kerry, coordinator, highlighted G.U.M.B.O. (Games Uniting Minds and Body), a statewide sports program for students with physical and visual disabilities. Statewide there are four competitions each year and the Louisiana MUDBUGS had seven athletes to represent them throughout the state and two of those seven were from Shreveport, as were two of the staff members. She also announced that G.U.M.B.O. has been around for 25 years, and invited those who have never seen these students compete to attend the competition next Spring. Lajarus Marshall, Huntington High School, and Laquiria Taylor, Youree Drive Middle School, were recognized as the students from Caddo Parish. Diane Rose Gates, physical therapist, Jennie Reynolds, adaptive P.E. teacher, and Pam Barker, director of special education services, were also recognized for their exemplary work in providing opportunities for all of Caddo's children.

Public Hearing on 2011-12 Consolidated Annual Budget. President Priest declared the public hearing on the 2011-12 Consolidated Annual Budget open and the following addressed the Board regarding the budget.

Jon Glover, employee, stated there are still uncertainties about the budget and asked the Board if they fully understand the revisions and the effect and ramifications on our district of what has already been adopted. She stated that this process brings a sense of urgency that will either enhance or begin a path of destruction for the district. Ms. Glover asked, for example, if the adoption of the Vision 2020 plan was really in the best interest of the students or is it in the best interest of the district monetarily? She also noted the concerns expressed about the educational opportunities, or the lack thereof, that were present for inner city students there would not have been a need to close or merge any schools. She said when it is the position of those who are entrusted to bring about equity in education and it is not apparent, it is then that they find the resulting changes instituted. Ms. Glover asked if it is the School System's intent to recognize inequity of the educational opportunities for the inner city school children?; because if it is, she believes the handwriting is on the wall and the result will be failure. She added that if this change had not been implemented, there would be no need to consolidate schools and if there is no consolidation, there would be no job loss. She said economic status should not matter, but that each student in Caddo Parish is given the best education possible. If the budget is negative,

has anyone looked to see what this is about? Will the children be the ones to suffer or will they be afforded the best education possible?

Scott Hughes, Alliance for Education, stated that much has been said about the financial and the academic issues surrounding Caddo Parish Public Schools. As the discussion on next year's budget draws to a close, and with the likely adoption of a budget that is somewhere in the neighborhood of \$16 million in expenses over revenue, he wants to pause and see where Caddo is. He stated that the issues facing Caddo are self-inflicted while many are just reflective of national economic trends and generations of bad state and local educational funding strategies coming home to roost. He added that surrounding parishes have all experienced financial issues. In watching and listening over the past three months, he said he has been amazed at those same people coming before the Board are now seen as the enemies of public education. He added no one in the room is an enemy of public education, everyone wants the same thing and have worked for years to improve the Caddo System. In reflecting over the past week, Mr. Hughes said that the work has been more like an intervention and he believes the Board's friends are present and have been trying to tell the Board there is an issue with Caddo Parish, serious foundational issues in Caddo and this is the fourth year that Caddo has dipped in reserves to keep the ship afloat; and now is the time to come to deal with these issues and right the course. Mr. Hughes noted that righting the ship in Caddo will be painful and will not stop tonight with this budget vote, because the real pain is still ahead, because at minimum the district will be carrying forward the \$16 million operational deficit and will add to that the annual increase in health care and other benefits. The projection is that another year of level funding revenue will create the following year's budget opening at \$30 million of expenses over revenue. He said it is a hard reality for the Caddo community to possibly deal with more school closings and more reductions in work force this time next year, but deeper discussions are needed to define benefits and contributions; with the agreement that schools need to be closed, Mr. Hughes said there is only a disagreement on which schools. He said they also agree that the Board will need to right side the work force; and while they have continued to support a policy-based approach, they believe any serious efforts on budget reform must also address Central Office and suggested looking at early retirement and a review of the retirees. He also said there needs to be a look at how information is shared not only with the Board, but with the public. Mr. Hughes said it is his belief that Caddo's financial job has been pointing to these very problems for years to look at better reporting mechanisms, maybe some from other districts, to present the same data in a better format that is more Board and public friendly. With the past three months not being easy and the future not holding any promise for improving, this will be hard work and as it has for years, the Alliance remains committed to helping seek solutions; however it will be incumbent upon the Board to recognize the problems and meet the District's friends halfway. The supporters of public education are not the problem, but are here to help and look forward to working together as a whole community to solve the issues before the Caddo School System.

Daryl Roberson, Caddo Association of Education, stated that a house divided against itself cannot stand and challenged the Board to do everything to bring the educational family of Caddo together. Mr. Roberson stated that the last time he addressed the Board, he posed questions calling for accountability from the highest level and he hopes those concerns were not looked upon as expressions of courtesy. He noted there are divisions over Vision 2020, over school closures, over RIF, over middle aged students on high school campuses, budget issues, the roll forward of millages, reserve monies, etc. and everyone needs to come together.

Michael Roy shared with the Board the inconsistencies in the budget, money spent that did not need to be spent. He noted the time spent last year barcoding all the textbooks to be told this year that those performing that task are no longer needed and the program will be dropped. Mr. Roy said there are numerous things that have been purchased and are no longer being utilized and he believes something needs to be done about this. He added he does not believe it right to get rid of employees when they are trying to help the district. He also shared the ways as an employee that he has helped individual Board members.

Brenda O'Brock stated that she believes the best way to save money is to get rid of some of the supervisors and administration at Central Office. She also said the Board needs to stop running people out of Shreveport by the way you do things and cut some of the administration.

There being no additional speakers on the 2011-12 Consolidated Annual Budget, President Priest declared the hearing closed.

VISITORS

Doris Stevens addressed the matter of merging and closing of the Black schools in the community and that they will not stand by and let this happen. She said smaller classrooms are needed; and she believes if this is done, parents will not send their children to the public school, but will educate them at home. Mrs. Stevens also stated that the students in their community will not be bused any longer unless it is to the Black schools in their neighborhoods. She also stated that she believes merging the middle schools with the high schools will totally destroy the Black minds with abuse, will result in increased teen pregnancies, and assaults on younger boys and girls. This is wrong and she encouraged Black parents to go to Mindtrust.com and learn about what is happening in our communities. Mrs. Stevens said she is here today because she is concerned about her Black race and if the Board denies the Black children, our future leaders, an education, we have no future. White parents know what is good for their children, and the Black parents also know what is good for the Black children. She said the superintendent did not come from Louisiana and she believes the superintendent came to Caddo with this plan and she wants the superintendent and those involved with him in this plan to know that it is not going to work.

Michelle Felicetty shared with the Board her concerns about the budget, change in student teacher ratio, classroom sizes, possibility of her considering private schools for her three children now in public schools in Caddo, and the lack of support from the Board for the roll forward that will provide much needed revenue for the district. She also noted that she had emailed information on research to the Board members relative to where education dollars should be put to use.

Gae Graham addressed the Board on the employees at Eden Gardens affected by RIF. She noted the confusion at the last budget work sessions on simple things like when you can and cannot ask questions and the lack of data this late in budget discussions, i.e. travel budgets, training budgets, staff positions, etc.? The statement was made by a Board member at that work session that they did not want to see any cuts that will affect the children; however, when the Board cut the clerical staffs at several schools, this did affect the children. By the Board laying off these employees, it will affect the schools' ability to be efficient and successful which will affect the children. With Caddo having some of the most successful schools in Louisiana, she said she does not understand why we would disrupt what is working. Ms. Graham said the cuts should be made on needs determined by the school principal who best knows the school's individual situation, and the cuts should be based on the quality and skilled level of the individual and not just who has seniority. She thanked Board members who have visited their schools, but if Board members have not visited their schools, she asked why? She noted how hard the office staff at Eden Gardens works and she knows this because she is a parent volunteer there. She also shared with the Board that if personnel cuts are needed to decrease the budget, there are several areas at Central Office where she believes personnel cuts could be made that would not affect the schools and children. Ms. Graham stated that the School Board's job is to manage the funds properly so our children can have world class schools, but the Board has been trusting in the committee that has set the budget and not asked enough questions.

Ben Feibel addressed the Board on not closing schools and how closing schools affects schools and students when they are moved to another school. He said quality education should be the number one priority. He also expressed concern over the lack of thought that went into the seniority-type layoff and he believes the district is headed in the same direction as our country with mediocrity is the accepted norm and striving for excellence is considered odd. He said he doesn't understand why the principals did not have any say or input in the layoffs and it is the principals that best know their employees. He questioned that the superintendent has only visited Northwood once since coming to Caddo and he believes the superintendent has led the district as more of a dictatorship, always getting seven votes. He also asked about the projected deficit when in 2008 there was a sizeable surplus and where the money has gone. Being in an economic crisis, he also questioned the opportunity for the superintendent to receive a \$10,000 bonus. He encouraged everyone who does not believe that these things are right to stand up and fight for what is right – providing a world class school system or just words. He also understands that a school system should not be run like a business, but rather with care and compassion and he doesn't believe the superintendent understands this concept.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, noted disagreement with a speaker at the last meeting who said we do not have a funding problem, but a spending problem, because Louisiana School Districts depend on the State for a major portion of their funding, and it is a funding problem when Louisiana's Governor takes almost \$9 million in Caddo's designated Federal fund dollars, when he has not provided the 2.75 percent increase in MFP for the third consecutive year, and when the State continues to add unfunded mandates. Despite this, Caddo is still obligated to provide the opportunity of a quality public education for 43,000 students. She asked the Board if they can truly look in the faces of the 43,000 students and over 6,000 employees and say with all surety and honesty that we are using every available resource and applying every policy in the most efficient manner? Mrs. Lansdale stated their doubts when looking at the impact of the recent Board decision to implement the RIF policy on the schools. She said they are now insisting on answers and will ask these questions through all the available processes in order to get those answers. She requested an explanation on the Board's interpretation of the Reduction in Force policy in such a manner to gerrymander firing elementary, middle and high school employees only considering seniority with those segments. She also asked the Board if, when it signed off on the implementation of the RIF policy as a financial necessity, it looked at the impact rolling forward of the property taxes would have on the local budget. She stated it is their perspective that when the Board refused to avail itself of the available and essential funds that have been approved by taxpayers, then the Board becomes a part of the problem and is as complicit as the Governor in bringing harm to the school district. This will cripple and strangle public education and will continue to do so until everyone realizes that public education is a human and Civil right; and just like any public service, it must be funded by tax dollars. The Federation is convinced this is the continuation of a process not in the best interest of the school system. Mrs. Lansdale also announced that today the Federation filed a lawsuit in District Court seeking relief. She asked the Board to have the fortitude to reject the budget and require administration to reapply the resources to the schools where they belong.

Rhonda Boston, secretary at Walnut Hill, shared with the Board that she is affected by RIF and has been at Walnut Hill for 14 years, serving as substitute teacher, para professional to a special needs child and secretary for the past four years. Mrs. Boston stated that she chose to stay at Walnut Hill even after her children completed their years at Walnut Hill, and she is now concerned that her job was taken from her without any thought of how this will affect the principal, the school staff and the students. She said she loves her job and the children and Walnut Hill is her family. She doesn't believe this to be the best decision for the school and she believes there has to be a way of meeting the budget without taking away the secretaries and clerks and asked the Board to reconsider this decision and return employees to their jobs.

Sandy Hearn, teacher, addressed the Board in support of returning the Northwood secretary, who was laid off in the implementation of RIF, to her job. As a teacher she fears the void that will be left by losing this employee because of the valuable asset she is to the entire Northwood team. Mrs. Hearn asked the Board to reassess the lay-off strategy of last hired, first fired because it is outdated and does not allow any consideration of the effectiveness in the position. She asked the Board to allow principal input for possible cuts in other areas as they are fully aware of the strengths of their employees and can also possibly suggest job combining. She said she believes this method will yield the most productive results of all.

Hailey Delira addressed the Board on behalf of the Northwood High School student body for the school secretary at Northwood High School. Miss Delira shared with the Board the outstanding job done by the Northwood principal's secretary and her inviting and caring attitude enable her to impact students and noted the impact she has made on the lives of students at Northwood High School that contributed to their success. She make amazing contributions to the school and Miss Delia encouraged the Board to consider changing the process for selecting who gets cut. Seniority is not always the best process because it takes away the change for others.

Ginger Marks, teacher, expressed that she has located within the Caddo website various personnel and employee salary lists provided to John Settle. Due to major problems with job descriptions, i.e. duplicate position numbers and non-existent descriptions, she said it requires from forensic to document analysis and over 75 working hours. (handouts 3 and 5). She explained that total salaries for Food Service workers is over \$8 million and after closing and consolidation of several schools, she noted that not one food service position has been reduced. Ms. Marks said the rumor is that Central Office is just \$10 million of the budget therefore cut to this area will not have impact; however the majority of certified office jobs are included in the

budget and many other office jobs are listed in the Construction number. She noted Central Office salaries totaling \$36,052,332.96; but it does not include many expenses, but only some positions that are very difficult for anyone to understand and cited examples. She stated she does not believe the cuts have fallen fairly, noting that 1.37% of Central Office secretaries were reduced while 30.39% of school based secretaries were laid off. She also reported a 2% reduction of office clerks at Central Office, but almost 30% of school-based clerks were laid off. Ms. Marks stated she believes there is much money in the budget that can be cut without reducing jobs that decimate her school and encouraged the Board to reconsider its decision.

Travis Hart, Petrohawk Energy Corp., addressed the Board on their work with Caddo's Construction Department and Legal Counsel, regarding the purchase of right of way on School Board owned property near Ellerbe Road and Hwy. 175. He explained that they are attempting to get the right of way over an existing road to access a drilling site. Mr. Hart left contact information with members of the Board in the event anyone has questions.

Frederic Washington addressed the Board on the order of its meetings and he believes the media has a presence at the Board meetings because it is all about sensationalism, because he knows they were not at surrounding school board meetings as they discussed budget issues. He noted there are many things the Caddo Parish School Board needs to work on and it is clear that there is a need to be more consistent and not make up rules as we go. Mr. Washington noted a couple of meetings back the Board member from District 5 expressed concerns about a particular agenda item, and the legal counsel present stopped him and advised him that the time was inappropriate to discuss that matter. He also noted the many times that a former Board member from District 6 was gavelled for making comments about an agenda item at a regular meeting. He said it is his understanding that during work sessions, Board members can express concerns and questions. Mr. Washington also questioned why speakers cannot say Board members names when they are addressing the Board. He again asked the Board to be consistent in following the rules and procedures of the Board meetings and make sure everyone is following the rules and to be more receptive to the members of the community. Mr. Washington also asked that consideration be given to moving the Board meeting to another location when expecting large crowds so everyone interested can be in the same room.

Pat Manning noted three questions being asked by employees and the community, (1) what is Vision 2020?, (2) How can the third largest district in Louisiana, and at one time the richest, be hovering over bankruptcy?, and (3) We are not broke and we do not need to lay anyone off. From her personal experience, she believes "vision" is watching a strategic member of their faculty receive a RIF notice and it is someone their school needs and they are asking that they be returned. She also said that she has lost her library clerk and she built the library program around the fact that she would have an assistant, and there is no way she can do her job without an assistant. Without the secretary/bookkeeper, she said there will be problems filling this position for someone who has worn many hats; and she asked the Board if they are not going to reinstate the secretary/bookkeeper and her library aide, to please not make any decisions at all at today's meeting.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted the proposed agenda for the Board's consideration. President Priest announced that items 7.01-7.03, 8.01, 8.04-8.12, and 8.14 are the consent agenda. *Mr. Riall moved, seconded by Mr. Burton, to approve the agenda and consent agenda for June 21, 2011 CPSB meeting. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mrs. Bell, to approve the consent agenda items (7.01-7.03, 8.01 8.04-8.11, and 8.14) as presented. Vote on the motion to approve the consent agenda carried unanimously. The following is a summary of the Board's action of consent agenda items.

Item No. 7

7.01 Purchasing. The board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the mailout: (1) Economical Janitorial & Paper Supplies, Inc., totaling \$5,767.20; AFP Industries, Inc. totaling \$10,216.50; Pyramid School

Products, totaling \$9,588.40; Dixie Paper Co. totaling \$1,150 and Ealy's & Jae's Cleaning & Supply, totaling \$8,637 for the purchase of Janitorial Supplies; (2) Economical Janitorial & Paper Supplies, Inc. totaling \$136,800 for purchase of Janitorial Paper Supplies (Paper Towels); (3) Blue Bell Creameries, totaling \$78,016 and Foremost Dairy totaling \$1,359,760 for the purchase of Milk and Dairy Products for Child Nutrition Program; (4) IBC Sales (Cotton), totaling \$138,950 for Bread and Bread Products for Child Nutrition Program; (5) Foremost Dairy, totaling \$1,617,000 for fruit juice for Child Nutrition Program; and (6) Teacher Created Materials, totaling \$29,625 for the purchase of Differentiation Strategies for All Core Content Areas.

7.02 Purchasing Lease Approval - Carver Property. – The board approved the bid of Cody Brazzel, totaling \$16,000 per year, for the agricultural and hunting lease of the Carver Property.

7.03 Construction and Capital Projects. The board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the mailout or placed at board members' stations: (1) Woods Contracting with a Base Bid, for the sum total of \$43,240 for Project 2012-212, "North Caddo Roof Stadium"; (2) Camus Electric with a Base Bid, for the sum total of \$197,350 for Project 2012-QB5A, "QSCB Data Security Wiring at Caddo Career Technology"; (3) Camus Electric with a Base Bid, for the sum total of \$298,685 for Project 2012-QB5B, "QSCB Data Security Wiring at Captain Shreve"; (4) J. D. Electric with a Base Bid, for the sum total of \$294,000 for Project 2012-QB5C, "QSCG Data Security Wiring at Caddo Magnet High"; (5) Terry's Roofing & Sheet Metal, Inc. with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$220,896 for Project 2012-209, "Captain Shreve Roof Main Building"; (6) Louisiana Roofing Contractors, LLC, with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$218,800 for Project 2012-208, "Caddo Magnet High Auditorium, ROTC"; and (7) Mid Western Commercial Roofers, with a Base Bid, for the sum total of \$125,270 for Project 2012-207, "Byrd Roof Gym".

Item No. 8

8.01 Adoption of 2011 Millage Rates. The board approved the proposed resolutions for adoption of the 2011 millage rates as recommended by staff and submitted in the mailout.

8.04 Approval of Beverage Contract – Coca Cola and Caddo Middle Magnet. The board approved the beverage contract between Coca Cola Bottling Company and Caddo Middle Magnet as submitted.

8.05 Approval of Beverage Contract – Pepsi and Fair Park. The board approved the beverage contract between Pepsi and Fair Park High School as submitted.

8.06 Approval of Pupil Progression Plan Parental Review Committee. The board approved the board member appointments to the Pupil Progression Plan Parental Review Committee as submitted.

8.07 Approval of Special Education Interagency Agreements and Contracts for SY 2011-12. The board approved the Special Education interagency agreements and contracts for SY2011-12 for providing services to students as recommended by the superintendent and included in the mailout.

8.08 Approval to Begin the Process of Renaming the Professional Development Center The Wanda L. Gunn Professional Development Center. The board authorized staff to begin the process of renaming the professional development center The Wanda L. Gunn Professional Development Center.

8.09 Approval of Newton Smith 6th Grade Center. The board approved the re-opening of Newton Smith in the 2011-12 school year for use as a 6th grade center.

8.10 Revision to Reduction in Force List to Remove the Auditor from Positions to be Reduced. The board approved the revision to the Reduction in Force list to remove the auditor from positions to be reduced.

8.11 Approval of Locally Initiated Elective. Move to approve the elective course Freshman Composition (Enriched) as submitted in the mailout.

8.14 Increase in Meal Prices for Child Nutrition Program. The board approved the increase in the meal prices for the Child Nutrition Program as submitted in the mailout.

CERTIFIED AND CLASSIFIED LEAVE REQUESTS

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the following requests for leaves as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

Certified

Sabbatical Leave (Study), August 16, 2011-May 31, 2012

Renee Caldwell, Teacher, Atkins Technology, 6 years

Emily L. Walthall, Counselor, Forest Hill, 7 years

Jane S. Shea, Coordinator, Special Education Center, 20 years

Barbara Prince, Teacher, Green Oaks, 14 years

Catastrophic Leave, January 5, 6, 7, 11, 2011; March 10, 2011; April 6, 20, 2011 and May 6, 9, 10, 11, 2011 – Victoria B. Begbie, Teacher, Mooringsport Elementary, 24 years

Catastrophic Leave, February 25, 2011 – April 14, 2011

Kimberly R. Bundrick, Teacher, West Shreveport, 15 years

Catastrophic Leave, April 19, 2011 – May 9, 2011

Mariblanch Bush-King, Teacher, Academic Recovery, 4 years

Catastrophic Leave, April 8, 2011 – May 20, 2011

Linda W. Killen, Teacher, Caddo Middle Magnet, 18 years

Catastrophic Leave, March 23, 2011 – May 11, 2011

Beverly Iverson, Teacher, Oak Park MicroSociety, 10 years

Catastrophic Leave, May 3, 2011-June 3, 2011

Peggy D. Foster, Teacher, West Shreveport 11.5 years

Leave Without Pay, August 16, 2011-May 31, 2012

Erica Paxton, Teacher, Stoner Hill Elementary, 2 years

Kenya Claiborne, 8 years (Not approved)

The board also approved Jennifer Gallant Traweek's request to rescind her request for leave without pay from August 16, 2011 – May 31, 2012 approved by the board on May 17, 2011.

Classified

Catastrophic Leave, May 19, 2011, ½ day, May 23, 2011, ½ day)

Toni Giles, Bus Driver, Transportation, 26 years

Catastrophic Leave, May 4, 2011-May 31, 2011

Linda Free, Bus Driver, Transportation, 11 years

Catastrophic Leave, April 25, 2011-May 31, 2011

Willie Harris, Bus Driver, Transportation, 3 years

OTHER PERSONNEL TRANSACTIONS REPORTS

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the other personnel transactions reports as submitted in the mailout. Vote on the motion carried unanimously.

ADMINISTRATIVE CONTRACT RENEWALS

Mrs. Crawley requested that the vote on this item be separated into three separate votes – one vote for the Chief Academic Officer, one vote for school site positions (principals and assistant principals), and one vote for Central Office positions.

Mr. Abrams stated that it will be important to make a motion to approve the positions separately and the President can announce how the vote will be done and if there is no objection, proceed that way.

Mr. Hooks moved, seconded by Mrs. Bell, approval of the renewal of the administrative contract for the Chief Academic Officer. Mrs. Crawley asked who is responsible for bringing contracts to

the board in time for them to be within the timeframe stated in the contract, i.e. 120 days, because the expiration of this particular contract is now 6 days past when it should have been considered? The superintendent said this process comes from Human Resources and staff will make the effort to get these to the board as required. Mrs. Crawley said there needs to be some accountability when a contract is scheduled to expire so that the board receives these in a more timely fashion. Ms. Trammel asked about the contracts being voted on today and that it is apparent that the contracts have been received at different times before and there has never been a question, so is the question today that contracts should be received before time for them to expire? She asked if this is an oversight from the Board? Mr. Abrams explained that it is standard practice of the HR Department to provide all contract renewals prior to the 120 days. Ms. Trammel noted that several have expired in the past and this is not the first time this has been done this way and encouraged staff to solve whatever the problem might be.

Mr. Hooks asked if it is legal since the time has expired? Mr. Abrams explained that if a decision is made not to renew, basically it will extend it 120 days plus one day.

Vote on the motion carried with Board members Riall, Crawley, Hooks, Ramsey and Armstrong opposed. Board members Green, Burton, Trammel, Priest, Crawford, Rachal and Bell supporting the motion.

Mrs. Crawley moved, seconded by Mr. Hooks, approval of the principals and assistant principals contracts as listed in the mailout. Mrs. Bell asked if the principals contract renewal is 120 days? Ms. Priest explained that these will expire 6/30/2011. Vote on the motion carried unanimously.

Mr. Rachal moved, seconded by Mr. Ramsey, approval of the renewal of the administrative contracts for all remaining on the list.

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone Central Office personnel appointments until after the budget process is finished. Mrs. Crawley stated that she does not believe our budget is yet aligned properly and to give someone a contract is your word so she is proposing that action on these contract renewals is postponed until the budget is aligned properly with the focus at the school sites. She said there are items such as salaries, travel, expenses totaling \$36 million and she believes it is necessary to find where we can cut \$6.4 million in Central Office and that the Board gives the Superintendent the latitude to choose how to cut this \$6.4 million from the budget. She stated if we can cut this amount from the schools, we can cut the same amount from Central Office. Ms. Trammel asked if these items are in the budget and is the maker of the motion saying that these jobs can be eliminated if necessary? Mrs. Crawley said she will allow the Superintendent to make this decision. Mr. Hooks stated his agreement with the maker of the motion. President Priest referenced those in the list and that it included the Title I director that is not funded by General Fund. Mrs. Crawley amended her motion to reflect that she is only referencing General Fund employees. President Priest also noted the positions listed on the sheet provided by school board members. Dr. Mary Robinson explained that the titled positions listed for renewal are not General Fund positions but Federal funded positions.

After discussion, Mrs. Crawley withdrew her original motion, and Mr. Hooks withdrew his second and *Mrs. Crawley moved, seconded by Mr. Hooks, to renew administrative contracts of all titled positions. Mrs. Bell asked for clarification on the motion on the floor and Mrs. Crawley stated that her motion is to approve renewal of administrative contracts for those positions that are Federally funded. Mrs. Bell moved that the Board approve all the administrative contracts as submitted. Ms. Priest announced that the motion fails for lack of a second and Mrs. Crawley's motion is on the floor. Mr. Hooks asked if since the Board is voting on this, he believes that the CAO contract should be voted on after the budget process also. President Priest announced that this contract has already been approved. Vote on the motion carried unanimously.*

Mrs. Bell moved, seconded by Mr. Hooks, that the Board accept all the contracts for General Fund positions. Mrs. Bell noted that the positions are in place and currently working.

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone General Fund Central Office positions until after the budget is worked out. Ms. Trammel stated that the Board discussed a few weeks ago the importance of keeping Arts in the schools and brought to the Board's attention that the Art Supervisor's contract is on this list of administrators. If the Board

postpones action on these administrative contracts, it puts these contracts in limbo and she doesn't understand what we are attempting to do. She added she knows there are some jobs that can be eliminated and this is not one of them, so she cannot support the motion. Mrs. Crawley agreed that the Art Supervisor is very worthy, but she is saying the superintendent should be in charge of going through these positions; and she is not saying we will not rehire him, but that after the budget is completed, Dr. Dawkins will advise the Board as to what positions must be on the list. She also stated that she is asking for a cut-down list and hopefully the superintendent will not choose this person to go. Mr. Riall asked how long will it be postponed, will it be only until after the Board votes on the budget later in the meeting? Mr. Abrams responded that if there is not a date attached to it, it can be brought back at the next meeting. *Vote on the substitute motion to postpone approval of the General Fund administrative renewals failed with Board members Riall, Crawley, Hooks and Rachal supporting the motion and Board members Green, Burton, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed.*

Vote on the motion to approve the renewal of all remaining (General Fund) contracts carried with Board members Riall and Crawley opposed and Board members Green, Burton, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

OFFICIAL JOURNAL

Mrs. Armstrong moved, seconded by Mr. Burton, that The Times be appointed the Official Journal for the CPSB for the 2011-12 year. Vote on the motion carried with Board member Riall opposed.

APPROVAL OF THE 2011-12 CONSOLIDATED ANNUAL BUDGET

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the 2011-12 Consolidated Annual Budget as submitted in the mailout. Superintendent Dawkins stated that this has been a very difficult budgeting process with increasing health care and retirement costs, and uncertain and diminishing funding from State and Federal sources being the norm rather than the exception. He said the budget process was formulated basically on protecting direct classroom instruction, minimal classroom size increases, minimal loss of teaching staff, principals, assistant principals, counselors and social workers. He said there is no easy magical solution to addressing the budget issues; and hard decisions must be made regardless of what processes are put into place. He reminded the Board that it has been said this is not a one-year fix; and given the educational funding at the State and National levels, next year could be worse. Work on next year begins tonight, and many lessons have been learned from this process, i.e. policies, practices and organizational issues that must be addressed by the Board and the administration. Dr. Dawkins stated that the voice of staff members and community members has been loud and clear that the processes need to be more transparent and inclusive and this work will begin in all areas immediately.

Mrs. Armstrong said she believes everyone is aware that the work is not complete on this budget and there are still a lot of things the Board must do to rectify a lot of problems (financially) within the system. She reminded everyone that by law, there is a deadline to meet in approving a budget, and there is no choice in this matter. Mrs. Armstrong stressed that she wants everyone to realize if the Board approves the budget tonight, the Board is not necessarily approving of everything in it with additional cuts that will need to be made in rectifying this situation. Mrs. Bell stated that a Board member asked Mr. Lee what would happen if the Board did not approve this budget, and his response was no one will be paid. She said approving this budget is required by law, and the Board can always come back and amend the budget; and this can be done after a budget is approved.

Ms. Trammel asked if there is a bi-weekly payroll that needs to be ready on July 1st and she knows it takes time to do this; however, if the checks are not ready on July 1st, it could be a repeat of a similar situation with staff working on Saturday to get the checks to employees. She asked the superintendent to confirm that she understands correctly that there will be amendments to this budget as it relates to items the Board has been discussing? The superintendent said that is correct.

Mr. Hooks moved, seconded by Mrs. Crawley, that we line item transfer a total of \$6.3 million to bring back part of the laid off RIF workers and put them back into their positions. Mr. Hooks

stated that he made a request on March 18th and asked if we can move reserve funds (technology, recruitment, travel) back into the General Fund and not lay off any employees. Mr. Hooks asked if the response he received from Mr. Lee is possible when it comes to transferring funds from one line item to another? Mr. Hooks asked Mr. Lee to verify how much is in the district's reserve funds? Mr. Lee responded that the undesignated fund balance, it is approximately \$5.6 million. Mr. Hooks also referenced the information on the list provided where the Board set aside funds for various funds and that staff said there is no current plan to use these funds except to assist in the repayment of the Qualified School Construction Bonds (QSCB). Mr. Hooks asked if he understands the Board can decide to move these funds back into the General Fund account? Mr. Lee said that is correct and the Board has done that to a small degree when it approved moving \$2 million from these funds into the General Fund for 2011-12 and is reflected in the budget presented. Mr. Hooks reiterated that most of these reserve funds were set up to help the district through unforeseen future events, and he believes this lay off is an unforeseen event. He said if the Board can transfer these funds, then it is not necessary to lay off any employees. Mr. Lee stated that if this is done, the Board will be in the same shape again next year; because the changes will not save the district \$30 million which was the deficit prior to the approved changes. Mr. Hooks asked about the \$1 million in furniture, and Mr. Lee confirmed that this amount is in Capital Projects and is not a part of the General Fund. Mr. Hooks asked staff what will happen with the furniture in the schools that are off-lined. Dr. Dawkins explained that some of the furniture will be moved to accommodate students being transferred and the remainder will be stored and used as furniture needs to be replaced throughout the district. Mr. Hooks noted that he is not seeing any changes reflected in the latest proposed budget based on requests made at the work sessions and he does not understand why he would attend budget meetings and ask that certain things be included in the budget (cut in areas and transfer funds from reserves), but today he does not see those changes? Dr. Dawkins explained that the changes have been made from the beginning of this process. Mr. Hooks noted the difficult situation it puts principals in by not having these things in place. Mr. Hooks asked Mr. Woolfolk about the new payroll system purchased last year and how much did we pay for it? Mr. Woolfolk responded that approximately \$2 million has been spent on this system which includes separate modules for purchasing (which is in effect), finance (which is in effect), HR and payroll modules (began last year and anticipate it up and running by September or October). Dr. Dawkins also referenced information sent to the Board earlier today in response to Mrs. Armstrong's request for a complete overview of the SunGard piece and staff will follow up and get this information to the Board. Mr. Hooks asked if staff researched it and Mr. Woolfolk responded that this software had been purchased when he arrived and installation had begun on the finance and purchasing modules. Mr. Hooks asked Mr. Woolfolk if he is aware that Jefferson Parish had the same system and it is still not working? Mr. Woolfolk said he is aware and there are specific issues to Jefferson Parish that may not be specific to Caddo Parish.

Mrs. Crawley asked for clarification because she agrees with Mr. Hooks about cuts being made elsewhere; however, she asked Mr. Hooks if he is attempting to get the \$6.3 million from anywhere and bring back the laid off employees as soon as possible as we see the need. While she would love to see every employee returned to their position, she believes there is a need to make some cuts. Mrs. Crawley also stated that if Mr. Hooks' motion is simply to find \$6.3 million, that is exactly what she was saying in not renewing contracts at Central Office and to find the \$6.3 million in areas not at the school site, like Central Office; however some of these funds need to be recurring funds. She also said she believes it is extremely disingenuous to say we are going to make more cuts on this budget, when we have been working on the budget for a month and a half and very few cuts have been made that are not at the school site. She said she doesn't believe there is any intention of making significant (\$6.3 million) cuts.

Mr. Hooks asked if the budget needs to be passed tonight? Mrs. Crawley stated that Bossier is not voting on their budget until July and asked why our calendar is different from Bossier's? Is it a law, is it a local policy? Mr. Abrams stated he is only aware that the last budget was for July 1, 2010 through June 30, 2011; and after that date, Caddo needs a new budget. Mr. Lee stated that he is not certain what Bossier will do; but because our fiscal year is July 1 through June 30, if we do not have a budget approved by July 1, Caddo will not have a budget to operate under. Mrs. Crawley asked if, at that point, it could be done day by day, can the Board make a motion to continue as we are until a budget is adopted? Mr. Lee said he doesn't know how you can do that if you do not have a budget to operate from. Mrs. Crawley referred to the statement that the Board must pass a budget today because it is the law, and she would like to know whose law? Ms. Priest explained Caddo Parish's fiscal year is July 1 through June 30, which means the

budget being voted on today would be effective July 1 and the 2010-11 budget ends June 30. Mrs. Crawley asked if this is in policy, because if so, we can change policy.

Mr. Riall asked Mr. Lee if he understands correctly that if we do not approve a budget to go into effect by the time the current budget ends, will we no longer be able to do business? Mr. Lee stated that it means the Board will not have given the staff a budget authorizing the spending of money. Mr. Riall asked if he understands staff will not be able to write a single paycheck? Mr. Lee said only if the Board meets daily to approve the bills so they can be paid. Mr. Riall stated for clarity that it is not necessarily the law, but it is based on the dates of the fiscal year? Mr. Lee said that is correct. Dr. Dawkins also stated that if you exceed June 30th, you will automatically go into deficit spending.

Mr. Abrams further explained that RS17:88 allows for a grace period and that a budget must be adopted no later than September 15th of each year for July 1st through June 30th budget; however, the way the CPSB operates is a budget year of July 1 through June 30th and the issue is will you be in violation of the state code down the road, which is not an issue the Board wants.

Mr. Rachal called for a point of order and that this should be an amendment to the existing budget.

Based on advice from the attorney, *Mr. Hooks reworded his substitute motion, seconded by Mrs. Crawley, to amend the budget and move \$6.3 million from the QSCB (Technology) reserve to the General Fund and reinstate the majority of the employees that were in RIF and laid off.* Mrs. Bell asked what will you tell the employees next year about their jobs when they are worried about their jobs next year, because this is only a quick fix and does not provide recurring revenues for these recurring expenditures. Will there be a solution next year? She expressed her concern in taking funds from the technology reserve when improving the technology for our students is so important. Mr. Hooks responded we are not breaking technology. Mr. Rachal called for a Point of Order and this is a discussion between two Board members. Mr. Lee clarified that prior to the reductions made, the district was facing a large deficit; and the district will be in the same situation if funds from the reserves are continuously used for recurring expenses; the funds will run out; and the Board is only delaying the inevitable by not addressing the issue tonight. Dr. Dawkins also reminded the Board that Caddo is also on the budget watch list for the State. Mrs. Bell said she wants the public to know that she wants to hire the employees back permanently and this motion is a quick fix. She encouraged the Board to speak facts, tell the truth and adopt this budget before June 30th. Mr. Hooks stated that first of all he said \$6.3 million and he doesn't have to lie to anybody; and is possibly one of the most honest persons in here. Mr. Rachal called for a Point of Order and that he is offended by the comments. Mr. Hooks stated this is not a quick fix, President Priest stated that a Point of Order was called when a Board member questioned the integrity of other Board members. Mr. Hooks said he believes this is a way to fix this so it will not happen again, because the Board has given the superintendent and staff too much authority over our money and the Board needs to take back control over how the money is spent. Anytime \$15 million is spent and there is nothing to show for it, something has to change. Mrs. Bell called a Point of Order.

Mrs. Crawley commented that to move it out of QSCB is non-recurring, quick fix; but by passing this motion, the Board is saying the staff needs to come up with another \$6.3 million in recurring funds (let staff off somewhere else). She said the Board has been working on the budget, but has not seen any changes made as a result of the work sessions, and this will make it to where it has to be worked on to cut the \$6.3 million so we do not return to the same situation. She said we do not want cuts at the school site and money needs to be in the budget so that when students report back and there is a need to split a class, the money is there, we will be able to get off the State watch list. She said we can move the \$6.3 million, and the superintendent will have to come up with \$6.3 million in cuts at Central Office to cover resources for next year. Mrs. Crawley encouraged the Board to support the motion on the floor.

Vote on the amendment failed with Board members Crawley and Hooks supporting the motion and Board members Riall, Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Mr. Ramsey expressed his concern over the MOUs that will impact the budget and the timeline for everything to be in place for the start of school.

Mr. Rachal stated that he has looked at a lot of information and he believes the unfunded mandates are killing the budget and uncertain revenue from the State, which is becoming more uncertain everyday. Mr. Rachal said he will personally bring an agenda item to add a grant writer back in the budget, because he remembers \$29.8 million was brought in through grants the first year he served on the Board and two years later, that amount increased to \$47.5 million. He said there is a lot of grant money that the district could get and if any Board member wishes to make cuts to the budget, they only have to bring an agenda item to make a cut and the Board will vote on it. He said he believes everyone has probably complained about the Federal government not being able to come up with a budget to work with. Mrs. Crawley called for a Point of Order and the motion on the floor is not to postpone. Mr. Rachal said he is talking about approving a budget. He also stated that the property taxes included in the budget, since 2006, have gone from \$63.4 million to \$84.5 million, a \$21 million dollar increase in local property taxes. He also stated that sales taxes have increased from \$64 million to \$77 million. He also highlighted additional revenues in 2005 and how they have fluctuated. Mr. Rachal said it is the local constituents that are paying for these unfunded State mandates, for the increased cost of benefits, and in the private sector there is Social Security; however, the district will be contributing 24% of every dollar into retirement, and this is mandated by the State. He also stated that if anyone on the Board has areas in which they desire to introduce an agenda item, he encouraged them to bring them to the Board and let the Board vote on it.

Mrs. Crawford asked Mr. Lee about the supplies and equipment because when adding everything up, she sees an increase in everyone but pupil support. She asked why it increased so much in General Education? Mr. Lee explained that Mrs. Crawford is not comparing like numbers, but the estimated expenditure and the actual budget number. Mrs. Crawford also asked about the addition of a salary under Communications? Mr. Lee said that is a shift in a position that previously reported to Technology and it was better served under Communications. Mrs. Crawford also asked Mr. Lee if he could say that because the State Department is authorizing the Recovery District to license so many charter schools, that it has had a direct effect on our budget, since we fund a part of the charter schools with public funds? Mr. Lee said that is a fair statement. Mrs. Crawford said she spends many hours lobbying legislators to stop the charter schools and encouraged each Board member to do the same. She said until the legislators hear from individual Board members, they are not going to stop funding charter schools. She also announced there is legislation for next year that will make it worse.

Mr. Riall asked in working with the budget, is the Board not at the mercy of the staff and their recommendations since there is no way Board members can know everything there is to know about every department. He added he is unhappy about staff's recommendation and attempt to balance the budget on the backs of custodians, mechanics, library clerks, school secretaries, etc. because when his company works to balance its budget, RIF starts at the top.

Mrs. Crawley moved to amend the budget to eliminate the secretary for communications, eliminate the secretarial position for Fair Share, limit take home vehicles to eight and Dr. Dawkins will decide the most necessary eight, eliminate all travel budgets and ask the Board's attorney to bring a policy next month whereby the Board approves all travel. Mr. Hooks seconded the motion. Mrs. Crawley said we need to cut the budget and in talking about it and then not doing it, she believes everyone has talked about these positions and she believes it possible to get a handle on these expenditures. Mr. Abrams stated that as to the removal of positions, Board policy requires that the Reduction in Force policy is used in order to pick where employees will be reduced, based on the Superintendent's recommendation. He further added that it is necessary to go through the RIF policy process; and if there are positions in which there is no one filling them, then these positions can be eliminated. Mrs. Crawley asked if we do not provide the funds for these positions, do we still have to pay the needed funds?

Mr. Hooks asked Dr. Dawkins if we have double standards when it comes to Central Office, because it appears that Central Office can do whatever they want and keep whomever they want to keep. However, when principals lose their secretaries and office clerks, these are just as important as those that serve in the Superintendent's Office. He reminded everyone that the money is not at the school level, but at the top with the superintendent and his staff. He understands if those in the Superintendent's area were cut, the superintendent will suffer the same as a result. He added he still believes in his heart that we do not need to make any cuts.

Mr. Abrams explained that the portion of the motion stating positions, and if there are employees in those positions, the Board will be reducing its work force against its own RIF policy, and the RIF is based on a recommendation from the superintendent and based on job descriptions. Relative to the remainder of the motion, the Board can do that. He added that if there is no one in those positions, the Board can remove the positions without any problem. Ms. Priest clarified that since there is someone in these positions, the Board cannot. Mrs. Crawford said there isn't anyone in those positions. Mr. Rachal called for a Point of Order because if the motion is something the Board cannot do, should it not be reworded or withdrawn? *Mrs. Crawley amended her motion to say reduce Central Services by \$200,000 and limit take-home vehicles to eight.* Mrs. Crawley stated that she is being told that travel is more than employees being reimbursed for mileage and she will bring a proposed policy to address this issue.

Ms. Trammel asked if taking people and changing to a dollar amount of \$200,000 and asked for clarification and if there was a two-way RIF, because she understood the RIF was being done across the board, including everyone who is a zero to five year employee. She said she doesn't understand that to be the case and she would like someone to explain this to her. Ms. Priest explained that with RIF it is categories. Ms. Trammel stated her understanding of categories; however, if RIF was implemented according to categories, she doesn't believe that is correct. Dr. Dawkins responded that the system in Caddo Parish is different than what he was used to, and it is policy that needs to be addressed. Dr. Dawkins stated that he prefers one that goes across all categories. Ms. Trammel asked if the bottom line is the Board will be looking at policies in the very near future, and Dr. Dawkins said that is correct.

Mr. Burton called for the question on the amendment and the main motion. Vote on the motion to end debate carried with Board members Crawley and Rachal opposed and Board members Riall, Green, Burton, Hooks, Trammel, Crawford, Ramsey, Armstrong and Bell supporting the motion.

President Priest called for a recess at approximately 7:50 p.m. and the board reconvened in open session at approximately 7:58 p.m.

Mrs. Crawley restated her motion to remove line item 97 (\$30,000), remove line item 102 (\$30,000), remove line item 103 (\$40,000) and remove line item 106 (\$100,000); and limit take-home vehicles to eight. Vote on the amended motion failed with Board members Crawley, Hooks, Crawford and Rachal supporting the motion and Board members Riall, Green, Burton, Trammel, Priest, Ramsey, Armstrong and Bell opposed.

Vote on the main motion to approve the 2011-12 Consolidated Annual Budget carried with Board members Crawley and Hooks opposed and Board members Riall, Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

PROPERTY AND CASUALTY INSURANCE RENEWALS 2011-2012

Mrs. Crawford moved, seconded by Mr. Rachal, to approve property and casualty insurance renewals 2011-2012 and that Risk Management reject uninsured underinsured bodily injury coverage on the automobile policy as recommended in the mailout. Vote on the motion carried unanimously.

JULY MEETING DATES

Mrs. Bell moved, seconded by Mrs. Armstrong, to accept July 12 and 19 for CPSB meetings in July. Vote on the motion carried unanimously.

ROLL FORWARD PROPERTY TAXES

Mrs. Crawley asked that this item be moved to the 12th. Mrs. Crawford stated that she will not be in town on the 12th and would very much like to vote on this item. Mr. Abrams explained that the board has an item on the agenda and it is his understanding that the Board cannot actually vote to roll forward tonight, but the Board can vote not to roll forward if there is a motion to do so. However, there is nothing to keep the Board member who has the item on the agenda from bringing it back next month.

Mr. Rachal moved, seconded by Mrs. Crawford, not to roll forward the taxes and maintain them at the current level. Mrs. Crawford stated it has been discussed and Mr. Lee has expressed what rolling forward would do to future millages. She also noted legislation that could possibly endanger the millages even further and she agrees this is only a quick fix, not a long-term solution.

Mr. Ramsey moved to table the item to roll forward. Ms. Priest announced that the motion dies for lack of a second. Vote on the motion to not roll forward property taxes passed with Board members Crawley and Hooks opposed and Board members Riall, Green, Burton, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

REINSTATE EMPLOYEES WHO ENTERED DROP BEFORE RIF AND ARE SET TO RETIRE BY DECEMBER 2011

Mrs. Crawley moved, seconded by Mr. Hooks, to reinstate any employee or all employees who entered DROP before we started RIF and will retire by December 31, 2011. Mrs. Crawley stated that if someone has turned in a retirement date and if they are in DROP, they will lose approximately \$10,600, which is what it will cost the district. She stated she does not believe it fair to include a 33-year employee in RIF that had already decided to retire. Mr. Hooks said anyone who has dedicated 33 years deserves the opportunity to retire and not be terminated. Ms. Trammel asked how many employees are involved in a similar situation? Dr. Robinson responded that to her knowledge, and she confirmed with Mr. Cleveland White, it is one person. Mr. Abrams explained that the RIF policy's intent is not based on individuals, but on positions that are not necessary for the efficient operation of the system. Mr. Abrams stated that the district is currently in litigation as of today concerning the RIF application, and he cautioned the Board about doing anything that appears someone is getting some type of special dispensation, and the importance to preserve what is necessary in order to defend the lawsuit. Ms. Trammel asked Mr. Abrams if she understands the discussion is now about one person and not about a position? Mr. Abrams said that is correct and the exception is being made for a person and not because the position is necessary for the operation of the system. He further explained that the reduction in force is based upon need and efficiencies and was based on the recommendation from the superintendent on what is necessary to move forward and not on persons. The Board depends on the superintendent to provide it with advice and the recommendation, which the Board accepted. He also added that RIF does not include whether or not persons are ready to retire or about to retire or how many years a person has in the system, and the decision cannot be changed because of an individual. He reminded the Board he previously explained that implementing RIF is first those with overall unsatisfactory evaluation are laid off, and second, seniority. Mr. Abrams also noted an employee in a Custodian I position with many years but they were not in DROP or about to retire. Ms. Trammel said she believes she is hearing there are people in positions that we cannot touch, yet people in these positions were laid off.

Mr. Rachal stated he does not look at this as a person, but asked if this was a specific position in which there was one person in the position/situation? Mr. White responded that Board member Crawley requested the number of employees participating in DROP before RIF and set to retire by December 31, 2011, as well as the cost for reinstating these employees? He said there is one person in DROP at this time that is scheduled to retire December 31, 2011. Mr. Rachal asked what was the position used in RIF? Mr. White responded it is Technician II in the Audio Visual Repair shop. Mr. Rachal asked if there was only one person in that position? Mr. White said there was only one Technician II. Mr. Rachal asked legal counsel if there is any leeway since the position was placed in RIF; and he asked if in the future we must again implement RIF, does the Board have the ability to put in the implementation that if they are in DROP and retiring are exempt? He said he believes this is a courtesy and statement of respect for the employee(s). Mr. Abrams said the Board can, but this RIF was implemented based on the way the policy is written, and revisions were made the last time RIF was implemented. He stated the system also has an employee affected that is 89 years old and this employee is known to be one of the best employees and one with the system for 34 plus years. However, the policy had to be enforced as it is written; and if you change the rules, there is no rule. Mr. Rachal stated his concern over this one situation; and hopefully this will be corrected in the event the Board has to enforce RIF in the future. Mr. Abrams assured the Board that the RIF policy will be looked at in the future to determine how it might better be addressed; however, in the discussions about RIF, changes could not be made because it would appear changes were being made to protect someone.

Mrs. Armstrong asked Mr. Abrams if he is saying legally the Board cannot change it at this point; and Mr. Abrams said that is not what he is saying, that the Board can't change it, but that is a different issue and he is not recommending it because we are in litigation. Mrs. Armstrong asked if the litigation had not been filed, would it have been possible for the Board to reverse it? Mr. Abrams responded he would give the same opinion because he expected the Board would be in litigation. Mrs. Armstrong stated she understands and appreciates this, but since talking about one position with this one situation, she has a problem that this one would make a difference. While we know we are going to have to address changes in the RIF policy, she has a problem accepting that we cannot take care of this one. Mr. Abrams said the main issue is if you take care of this one, next week you will have another one to address. Mrs. Armstrong said this is the only one in this classification and in this situation, and is why she has a problem not reinstating this employee for this time period.

Mr. Hooks asked if staff could have held that position for three months and then eliminated the position when the person retired? Dr. Dawkins said he is not aware of all the specifics related to this person except that he has retired with the exception of the three-month window and had he not been in DROP, the same thing would have happened. He reminded the Board that the recommendation was not made on persons or DROP. Mr. Hooks said he doesn't believe anyone would contest this one person, but if we need to follow the law, we need to make sure we follow it on everyone.

Mrs. Crawley stated she believes the Board has already eliminated just one person from a position and reinstated them after RIF and she voted for it, and she believes we can do it again. She stated that her motion said anyone and it only happens to be one person. She asked if the Board can request that this position not be implemented as part of RIF until December 31st. Mr. Abrams explained that the person reinstated was a totally different issue in that the person in that position is not in the General Fund, but paid from a Federal Fund. Mrs. Crawley said we still did it, and she does not know where this position is funded. Mr. Abrams clarified the first reinstatement was a Federal funded position and had nothing to do with the General Fund. The next issue was a General Fund employee and the Board made the decision that we did not need that particular position based upon the superintendent's recommendation. He said the Board can decide to RIF a position or undo what it decided to do, and it can do that for every employee if it chooses to do so. However, to clarify, Mr. Abrams said just because an employee is set to retire by December 31st, they cannot be forced to retire by December 31st, an issue that the Board needs to consider. Mrs. Crawley said her only issue is we are giving this employee equal grounds for a lawsuit, because we did reinstate someone, and she doesn't care where the funds came from. She said she is doing this because she does not believe the Board should RIF a 33-year employee who is in DROP and will lose a portion of his DROP money.

Mrs. Bell referenced the list of classified lay offs and a 34-year employee, a 26-year employee, a 24-year employee. She noted the 26-year employee is a Repair Technician I and the 24-year employee is an Assistant Warehouse Manager for Child Nutrition. She asked if we reinstate one, she believes we need to reconsider all, and asked if the 24-year employee is not a Federal funded position? Mr. White responded but he is not in DROP. Mrs. Bell asked could that person not apply for DROP and come back to the Board and say they are going into DROP before June 30th? Mr. Abrams said he is not certain about these employees. Mrs. Bell said if we are going to be fair, be fair to all. Mr. White said the 24-year employee is not paid from Child Nutrition, but from the General Fund, and he may or may not be eligible to go into DROP. Mrs. Bell noted the many other long-term employees on the list and that they may say they are planning on retiring by December 31st. Dr. Dawkins reminded them that in some cases, the jobs are not there anymore. Mr. White said each one has to be looked at on an individual basis, because the 34-year employee is a Custodian I and these positions do not have benefits. Mrs. Bell asked Mr. Abrams if we should be discussing this since a lawsuit has been filed and we don't know if this person is included in that lawsuit? She said we need all the information and the maker of the motion is always saying we can't consider something since the information was not provided. Dr. Dawkins stated that some of these jobs are looked at on an individual basis and if they are eliminated, the positions are no longer in the district. Mrs. Bell said that is what she is saying – if we restore one position, why would we not restore other's positions who have years with the system? Dr. Dawkins again stated these are eliminated positions and they will not be coming back. Mr. Abrams clarified that the lawsuit against Caddo Parish was not filed by an employee, but by the Caddo Federation of Teachers. Mrs. Bell stated that it was announced on TV that a lawsuit was filed on behalf of those laid off.

Mr. Riall asked for clarification and if DROP is a prerequisite for retirement? Dr. Robinson explained that it is not. Mr. Riall asked if an employee must provide a specific notice? Dr. Robinson said no and an employee can walk in tomorrow and decide to retire. Mr. Riall asked staff how many years must an employee have to retire? Dr. Robinson explained there is a years' requirement and age requirement, so it depends on each individual person. Mr. Riall asked if the person in this position meets the requirements; and if so, why don't they just retire? He asked if a person's position is eliminated, can they still retire? Dr. Robinson said they can, because their retirement is in tact, but it is their salary they will lose. The employee will also be eligible to apply for unemployment at which time they retire. Mr. Riall asked if they are a part of RIF do they have their retirement? Dr. Robinson said they have their retirement, but the question is their benefits. Mr. Riall asked will they lose their benefits? Dr. Robinson said if they retire, they can keep their benefits. Mr. Riall said he believes it's the lesser of two evils, because he would rather retire and have his benefits than be laid off and not have the same benefits.

Mrs. Armstrong asked for clarification and if an employee is affected by RIF, do they miss the opportunity to retire? Dr. Robinson said the employee does not. Mrs. Armstrong asked what will the employee lose? Dr. Robinson said he will miss the monies that will be deposited to his DROP account within that timeframe as well as salary and benefits. Mrs. Armstrong asked how long will the benefits (health) be for? Dr. Robinson said it is intact if the employee retires. Randy Watson, director of insurance, explained that the person in question is eligible to retire now or July 1st when RIF takes effect with full retirement and full insurance; and the DROP amount will stop, but the employee will still get full retirement. The only thing the employee loses is the salary (paycheck) they would have earned between July 1 and the end of DROP. He further explained that the employee would need to retire immediately when RIF goes into effect so he can draw his retirement and stay on the insurance. Ms. Priest cautioned about discussing an individual. Mrs. Armstrong asked if this employee has paid into money in the DROP system? Mr. Watson explained that when an employee enters DROP, the years in DROP do not count toward service retirement, so at retirement the employee stops getting the DROP money and it is replaced by their retirement benefit. The three additional months they would have until DROP would not contribute to service retirement because when in DROP, the period of time an employee works does not count toward years of service. The net effect is essentially the person loses a paycheck for three months.

Mr. Rachal asked if he understands correctly that if the employee does not retire immediately upon the July 1 RIF implementation date, they will lose health care benefits? Mr. Watson said that is correct and explained that is a State rule and applies to anyone who goes from employment to retirement; there cannot be a lapse between work and retirement; they must be coordinated. Mr. Rachal asked if he understands the employee has options, and Mr. Watson stated that his option is to go into full service retirement July 1st and have full retirement benefits and insurance. An employee would not want to risk not retiring on July 1st if their position is part of RIF, because if there is a gap between the time the employee stops work and retirement, they will not be eligible to continue insurance, and this applies to anyone entering retirement.

Ms. Priest asked about the position description for Technician II and if it is a position currently needed in that structure? Dr. Dawkins explained that the job was rified because it was determined that the system could move forward without that position.

Miss Green asked Mr. Abrams if she understands this person can come back? Mr. Abrams said the employee can come out of DROP, which he understood to be in September and now he is hearing December, and retire; but at that point, no one can force the employee to retire since it is their decision. It is a retirement issue, and it is based upon when the employee wants to retire. Miss Green asked if she supports this, does legal counsel believe there will be many others requesting the same? Mr. Abrams said he does not know, but he believes the Board would receive a lot of calls regarding the issue.

Mr. Hooks said this could have been settled two hours ago when he and Mrs. Crawley attempted to bring back all the employees laid off.

Mr. Riall asked how many positions caught in the RIF are filled with people who are eligible to retire at this time? Mr. White said he does not have that information readily available. Mr. Riall requested that these employees be counseled so they understand. Mr. Watson said he was the

contact person for those affected by RIF to discuss insurance and he personally talked with approximately 70 persons about their options.

Mr. Ramsey moved to call for the question. Vote on the motion to end debate carried.

Vote on the motion to reinstate employees who entered DROP before RIF and are scheduled to retire by December 2011 failed with Board members Green, Burton, Crawley, Hooks and Crawford supporting the motion and Board members Riall, Trammel, Priest, Rachal, Ramsey, Armstrong and Bell opposed.

AUTHORIZE INTERNAL AUDIT OF ALL DEPARTMENTS AND FUNCTIONS OF CENTRAL OFFICE AND STAFF

Mr. Ramsey moved, seconded by Mrs. Armstrong, to authorize an internal audit of all departments and functions of the Central Office and staff in the following order: Operations Division, Academic Affairs, Student Support, Human Resources and all other functions that report directly to the superintendent and provide audit reports to the Caddo Parish School Board on the review of each department as it is completed. Mr. Ramsey said he believes the issue to have been vetted during the work session and he believes this will answer a lot of questions and concerns and primarily address some of the things the superintendent is trying relative to practices and business operations. He said he believes if there are inefficiencies, they will be pointed out and he knows the superintendent is working to identify some of these that take place with the activities that will be addressed in the audit. Mr. Ramsey said he thinks this is something that should have been done prior to the superintendent coming to Caddo, but he doesn't think it is ever too late. Mrs. Armstrong stated she totally concurs and has complete confidence in the district's internal auditor and his staff. She believes this team can help in the direction of wise usage of our time and money and she looks forward to receiving the results of their renderings. Ms. Trammel said she believes this is a good idea; however, she thinks an audit was done that affected the schools and we should have had input from the principals and staffs regarding who would be terminated. She questions why we are now going to do an audit at Central Office because this appears to her that there is a double set of standards as it relates to this office and she wishes it would stop since this is how the public is looking at it.

Mr. Hooks asked if he could add two friendly amendments to Mr. Ramsey's motion. Mr. Hooks moved that the motion be amended to say that the Board seeks the advice of the Auditing Department and principals to identify which areas may need to be audited first; and secondly that the Board receives copies of department or special audits so as to get a feel for the results provided to the administration over the years because board members need to know. Mrs. Crawley seconded the motion to amend. Mr. Hooks explained that he added principals because they know their schools and when maintenance responds to a request that it may take them 10 trips before they correct or address the problem, which he believes are instances where there are those who do not know their job. He said the same is true for transportation and if the same bus breaks down continually and the same mechanic works on that bus, it appears the mechanic does not know his job.

Mr. Rachal moved, seconded by Mr. Burton, to call for the question to end debate on the amendment and the main motion. Vote on the motion to end debate carried with Board member Riall opposed. Vote on the motion to amend failed with Board members Burton, Crawley and Hooks supporting the motion and Board members Riall, Green, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on the main motion passed with Board members Green, Crawley, Trammel and Bell opposed and Board members Riall, Burton, Hooks, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion.

RESOLUTION CALLING FOR A TENURE HEARING FOR A TENURED BUS DRIVER

Mrs. Armstrong moved, seconded by Mrs. Crawford, to approve the resolution calling for a tenure hearing for a tenured bus driver on Tuesday, July 19, 2011 as submitted in the mailout. Vote on the motion carried unanimously.

APPROVAL OF AUS MOUS

Mrs. Armstrong moved, seconded by Mr. Ramsey, to approve the execution of the MOUs and school turnaround plan for the AU schools as recommended by staff and included in the mailout. Mr. Ramsey asked the superintendent about MOUs being in place for the beginning of school because he knows there is much work to be done. Dr. Dawkins explained that the MOUs are not in place because they must have Board approval. He said all the principals receiving MOUs have been under MOUs for the past couple of years. He added they are in the budget and the planning is there with a couple of schools with School Improvement grants already in place. Mr. Ramsey asked the superintendent when he anticipates having these MOUs before BESE for approval? Dr. Dawkins responded we only need Board approval tonight of the template provided from the RSD. Mr. Abrams noted the new change approved by the RSD that removed the provision that after three years if the school did not show improvement, the school will automatically go into the RSD unless the State Superintendent agrees to grant the district another MOU. He said the MOU will not be a problem and once the Board approves them, we will get the copies to the RSD for execution. Mr. Ramsey asked if the RSD's personnel will be in place and ready for the start of school and Dr. Dawkins confirmed they will.

Ms. Priest reported that she, Dr. Dawkins, and Attorney Abrams traveled to Baton Rouge last week to meet with Amy Westbrook and her concern was that we would be able to get this on the agenda for today and once approved, everything would be on go.

Mrs. Crawley stated that she has never before voted for an MOU and her vote today will be consistent with that position. She said it has nothing to do with our staff; but that she does not believe it is a legitimate set up and that the State has the authority to do this. Mrs. Crawley said she couldn't believe they had the audacity to ask for a \$50,000 increase, and Mr. Abrams verified there is no increase. Mrs. Crawley asked about the increase from \$130,000 to \$190,000 for the year? Dr. Dawkins explained that the amount increased approximately \$2,000 per school, and we have fewer schools this year. Mrs. Crawley asked if they are charging more per school, and Dr. Dawkins said a little more. Mrs. Crawley said she doesn't believe their experts get any credit for any increase increment, because it is first the students, then the teachers, the parents and the staff and she does not see this helping our schools at all. Mrs. Crawford asked the superintendent how much additional money will need to be spent on these schools, besides the amount stated in the MOUs? Dr. Dawkins responded there is no additional cost, but having three School Improvement grants in the coming year will allow us to do some things that without these resources would not happen. Mrs. Crawford asked if these schools are still under Caddo's purview? Dr. Dawkins said that is correct and we still run the schools. Dr. Dawkins said our goal is to totally come from under the RSD and not have this engagement at all. Mrs. Crawford asked if there is any way legally we can protect these schools? Mr. Abrams responded that legally the RSD could have taken these schools a few years ago, and the RSD agreed to go along with the Caddo Plan and the MOU process. The MOU is a process used so the RSD does not have to take the schools, but allows the districts the opportunity to turn the schools around. The new turnaround plan is a part of Race to the Top and is what they are using now relative to how the districts are maintaining the schools. All the MOUs have similar language. He reported that it appeared BESE is interested in making sure the schools have MOUs and are able to continue to function, and the monitoring part of the MOU is put into place to protect themselves. Mr. Abrams also explained that this contract, contrary to the previous contract, states that if the school increases to the appropriate performance score, the district is entitled to get out from under the MOU. He also stated that the MOU states that after three years each party has a right to continue in the MOU with each other's consent.

Mrs. Bell asked everyone to remember Caddo has schools whose performance score goes up to 65 this year and to take these schools off and with most schools not doing well, she believes we need to keep the MOUs as well as do everything we can to help these schools. Mrs. Bell asked the superintendent if Caddo had schools come off this list this year? Dr. Dawkins responded that Oak Park, Barret and Caddo Heights have come off and a few other are expected to come off. *Vote on the motion to approve the AUS MOUs carried with Board member Crawley opposed.*

ACT 41 APPROPRIATION

Mrs. Crawford moved, seconded by Mr. Hooks to approve the resolution authorizing Superintendent Gerald D. Dawkins on behalf of the Caddo Parish School Board to sign any and

all contractual obligations relative to the release of funds, \$30,000, acquired by Representative Norton to all the receiving schools to purchase technology and other needed instructional supplies and materials. Mrs. Armstrong asked staff what schools will receive these funds? Mr. Lee responded that the Caddo Middle Career and Technology Center, Judson, Oak Park, Fairfield, Caddo Heights and University Christian Prep (private school). Mr. Rachal asked where is this money coming from and staff responded from the State. Dr. Dawkins said that Representative Norton contacted the school system about things she was working on for schools in her area and some monies that were available. *Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Superintendent Dawkins stated that a construction update is at Board members' stations. Mr. Hooks asked Mr. White what is being done at Fair Park and Mr. White said there are two separate projects ongoing at Fair Park – access control for the middle school students and upgraded security system that is being added to the schools with the new 7-12 configuration, and canopies will be added to the entrance to the library so that high school students have access to the library without going through the middle school wing. Miss Green asked about the work at Northside, and Mr. White responded that Northside is having a foundation repair and it is approximately 30% complete. Mrs. Bell reported that she visited Huntington today and expressed appreciation for what the staff is doing to change these schools to accommodate the middle school students on these campuses.

Mrs. Turner reported that on June 6th a meeting was held with Dr. Amy Westbrook for feedback on the monitoring visit in May and announced that results were provided to Board members at the last meeting. She stated that increases were reflected in every school's rating from the RSD. She reported that the RSD monitors were in Caddo today visiting the summer remediation program and we will receive an abbreviated summary upon completion of their visit.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked staff when will the students in summer school take their tests? Mrs. Woodard stated it will be on Tuesday-Thursday, April 28-30. Mrs. Bell asked how many students are in summer school? Mrs. Woodard responded that approximately 1,600 fourth and eighth graders and there are high school students and other programs probably totaling approximately 2,400 students. Mrs. Bell asked the superintendent about the 7th and 8th graders attending Huntington and how will the athletes (football) be separated.

Mrs. Crawley requested an agenda item for July 12th to vote to roll forward the property taxes.

Ms. Priest asked that the staff analyze the alternative schools to determine if students are staying beyond their expulsion period; and if so, why and how soon this can be rectified.

Ms. Priest asked staff to review and determine if alternative schools can provide FAPE to special education students in order to meet the IEP requirements.

Adjournment. *Mr. Riall moved to adjourn, seconded by Mrs. Bell. Vote on the motion to adjourn carried and the meeting adjourned at approximately 9:25 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

July 12, 2011

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, July 12, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Barry Rachal, Larry Ramsey, and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Ramsey led the invocation and Pledge of Allegiance.

PRESENTATIONS

Dr. Dawkins explained that an update on the SunGard implementation was scheduled for today; however, the SunGard representative could not attend the meeting. He added that he will continue to gather information on the implementation of SunGard and a representative will be asked to attend a future CPSB meeting to discuss the implementation of SunGard.

ESTABLISH THE AGENDA FOR JULY 19, 2011 CPSB MEETING

Superintendent Dawkins shared items for consideration at the July 19th CPSB meeting and the following discussion ensued.

ADDITIONS

Mr. Hooks asked that an item be added to the agenda to address teachers at AU schools continuing to receive bonus money even though they may be moved for next school year.

Mrs. Bell requested that revisions to CPSB travel policies be added to the agenda.

Mrs. Crawley shared with the board a proposed revision to CPSB Policy DLC Travel Expenses and requested that an item be added to the July 19th agenda. She noted that she and Mrs. Bell could possibly work together on their two items.

Mrs. Armstrong requested that making sure all students have opportunities for band, art and music at all grade levels at all schools (k-8, elementary, middle, high) is added to Superintendent's Report.

Mrs. Armstrong asked the superintendent and staff to look at the necessity for adding interior walls at Fair Park. Ms. Priest announced this item will be under Superintendent's Report.

WORK SESSION

Agreement RSD-Linear Charter School. Mrs. Bell asked Mr. Lee if Linwood and Linear paid all their bills to Caddo Parish Public Schools last year? Mr. Lee responded they did. She also asked if the charter schools asked for anything more this school year? Mr. Lee responded that Linwood does not wish for Caddo to provide transportation next school year, and the number of sweepers has been reduced as well as the lawn maintenance service .

Mr. Rachal asked for clarification that the charters get to take advantage of the services we have and it is only a flow through cost? Mr. Lee said that is correct; we charge them for services plus a 2% administration fee. Mr. Rachal asked what administrative fee does the State charge Caddo for services such as these, and Mr. Lee said he is unsure what the percentage is. Mr. Rachal noted the interesting fact that the RSD does not mind charging the district a fee; and telling the district it can only charge 2 percent. He said he would like for Caddo to talk to the appropriate persons about this, and asked whom would it be?

Mrs. Bell asked if one person in Caddo takes care of all the business with the two charters? Mr. Lee responded that he does and Mrs. Bell said she believes the district needs to look at charging a fee for this service and consider assigning a staff person solely for this responsibility.

NCLB Deregulation. Ms. Priest presented a proposed resolution asking for relief for America's schools because NCLB is three years overdue. She added this relief is being sought because of

the accountability requirements and to be released from additional sanctions under the current AYP requirements in the 2011-12 school year, as well as to rescind and modify current regulations and alleviate undue pressure on the Nation's schools. Mrs. Crawley asked about the outlook and the affect it will have? Ms. Priest said we are following the process for joining the NSBA, LSBA and other school districts in efforts to put the pressure on Congress for the reauthorization of ESEA and the repeal of the No Child Left Behind.

Resolution in Support of Goals and Positions of the Coalition for Louisiana Public

Education. President Priest explained that resolutions from several Louisiana districts have been presented to the State Department of Education in support of the Coalition of Louisiana Public Education's efforts relative to the MFP and freezing the growth factors, and the State Mandate of unproven methods, i.e. student based budgeting and Virtual Schools, etc. She stated that if the board opts to approve this resolution, it will be prepared and sent to the State Department of Education. Mr. Rachal asked if it is possible that someone from the Coalition could visit with the board on this proposed resolution, sharing additional goals etc. Ms. Priest further explained that this group is comprised of members of school boards across the state and were in attendance at a recent meeting in Baton Rouge. Mr. Rachal asked if just school board members are leading this coalition or can other individuals be invited to participate from across the state? Ms. Priest stated that she will be glad to send an email inviting him to attend. Mr. Rachal asked if anyone from Caddo is a part of this coalition and Ms. Priest responded that Mrs. Crawford is Caddo's representative. Mr. Rachal said he only wants the Caddo Board to be very careful in this process. Mrs. Bell stated her agreement, but added that in addressing the MFP, she hopes the proposal allows the local public school districts to get exactly what the charter schools get per pupil. Ms. Priest also announced that during the Legislative session, LSBA conducted a Day at the Legislature and this organization was sanctioned and approved by the Louisiana School Boards Association and is part of our lobbying efforts.

Shreveport Resolution. Dr. Dawkins explained the district has been engaged with the City of Shreveport for the past couple of years at the Academic Recovery Center whereby resources and activities are provided to the students. He explained this request authorizes the superintendent to sign any and all agreements between the City and the CPSB for the Academic Recovery to receive approximately \$20,000 for an after-school program. Mr. Rachal stated he believes this is a very good thing and he is pleased to see the City reach out and express support in this project.

Louisiana Compliance Questionnaire. Dr. Dawkins explained that Board approval of this questionnaire is required in conjunction to Caddo's annual audit conducted by the external auditor.

Roadway License Agreement with Petrohawk Energy. Superintendent Dawkins explained that this is an agreement for Petrohawk to access a road on the School Board (Carver) property at a cost. He added that Chesapeake and others may also use this access road to get to their work sites. Mr. Rachal asked how much the district will receive? Mr. White said he did not have the document in front of him, but from memory he believes the lease amount for the approximate 3.86 acres will be approximately \$58,000 plus approximately \$1,500 for the timber that needs to be harvested. Mr. White also explained that other mineral right companies may be interested in access to the property. Mr. Rachal asked if he understands that currently there is one company interested in using the access road, and there are others interested in using the same road and we will receive additional lease monies from them. Mr. White responded that is correct and they would not be allowed to cross the road, because at this time exclusive rights will go to Petrohawk. Mr. Rachal asked if there is anyway Petrohawk can sublease? Mr. White said it allows Petrohawk and their sub contractors and suppliers access to their sites; however, if Chesapeake or Matador want access, they would have to negotiate and provide lease money to do so. Mr. Rachal asked if these funds will go into the General Fund account? Mr. Lee responded that these monies typically are placed in the General Fund as are any other lease/royalty type funds. Mr. Rachal asked if he understands that at this time it is not earmarked? Dr. Dawkins responded that this item is very recent; however, staff will look at possible suggestions for these funds. Mr. Rachal stated that these are funds he believes we could possibly do something specific with; however, he does not want to lock into recurring expenses. Mr. White clarified that these monies are a one-time lease payment. Mr. Rachal asked for how many years? Mr. White responded that he doesn't have the documents in front of him; however, he believes it is a 10-year initial lease and that they will have access to the road for as long as they continue to pump off the well sites. He also explained that because this land is Section 16

land, we cannot give a right of way agreement and sell the property; it has to be a long-term lease. If this land were to ever be disposed of by the Caddo Parish School Board, it would then be returned to the State of Louisiana. Mr. Rachal asked who negotiated the number for this agreement and is it fair market value? He said he believes for the access they are getting, \$5,800 a year seems to be really cheap to him. Mr. White explained that this amount is the going rate for roadway leases. Mr. Rachal stated that we are not the general public and these funds are for the children's education, so he would like to sit down with them and determine if they might be willing to pay more since it is for education.

Mr. Abrams explained that the CPSB is receiving oil and gas revenues off this property, and Mr. Rachal added that this is no different than anyone else. He shared a discussion he had with a fellow board member and he believes because it is for the education of the children that Petrohawk should be willing to pay double that amount. Mr. Abrams reminded the board that they actually are, because the lease is for five years. Mr. Rachal stated that he would like to sit down with staff and he would also like for Petrohawk to attend the board meeting and justify why they do not want to pay more. Dr. Dawkins stated that staff will follow up.

Mr. Riall asked if this roadway agreement deals with producing wells, does he understand the company still has access beyond the agreement without paying more money? Mr. White said that is correct. Mr. Riall asked if the CPSB can sublet to others even though Petrohawk cannot? Mr. White said that is correct. Mr. Riall asked if there is any stipulation from Petrohawk that, if we do so, it is necessary for them to sign off on it. Mr. White said, in working with Petrohawk, the only thing stipulation is if we bring additional mineral companies on the property, Petrohawk wants the additional companies to share in the maintenance of the roadway.

Reduce Central Office Operating Budget by 5%. Mrs. Crawley stated that she believes this is a good statement. Mr. Rachal asked if he understands correctly that we would be asking the superintendent to come back to the board showing a reduction in the Central Office of 5%. Mrs. Crawley said that is correct; over what was passed at the last meeting. Dr. Dawkins noted that he had not received anything on this item, so he could not respond as to what it means. Mrs. Crawley said she is only stating that the board would direct the superintendent to present a revised Central Office operating budget reduced by an additional 5% from what was approved. Mr. Rachal asked the superintendent if he and staff can come up with something in a week. Mrs. Crawley clarified that this is not giving the superintendent a timeframe, but only directing the superintendent to bring something to the board. Mr. Rachal stated that he understands the motion to be that the superintendent would bring to the board a reduced budget and the board would vote on it. Ms. Priest clarified that is not correct and there will not be a reduced budget presented to the board for the July 19th meeting. Mr. Rachal again asked if this is a reasonable timeframe for the staff to bring something to the board? Ms. Priest stated she understands the motion is to direct the superintendent to bring back to the board a budget reflecting a reduction of 5% in expenditures from what was approved by the board. Mrs. Crawley added that once the board directs the superintendent to do this, the superintendent is responsible for he and his staff bringing to the board specific line items to reduce. Mr. Rachal also asked if there is not an internal audit in place? Dr. Dawkins responded that it has not formally begun; however, it will soon. Mr. Rachal asked the superintendent if he would prefer conducting the internal audit first before the board votes on this item. Dr. Dawkins stated if the internal audit is complete, it would certainly make the task easier; however, staff will adhere to the board's request. Mr. Rachal asked Dr. Dawkins when does he anticipate the completion of the internal audit? Dr. Dawkins responded that the timeline has not been established; however, it will take a minimum of two to three months. Mr. Rachal asked if Mrs. Crawley is willing to wait for the completion of the internal audit and Mrs. Crawley responded she is willing to wait for an additional 5% reduction after the audit; however, she believes an initial 5% reduction can be done before the audit. Mr. Rachal said if this item remains on the agenda, he would like to see where the superintendent will cut 5% before he votes on a directive. Mrs. Crawley explained the cuts will not be taken until the superintendent presents it and the board approves it. This is only a directive of the board's intent to cut Central Office operating expenditures by an additional 5%.

Mr. Abrams stated his concern that if this motion has anything to do with any additional reductions in force (RIF), it is not the appropriate time to address it that way; however, if it can be done without implementing RIF, the Board needs the information before it votes on this item. He reminded the Board that the CPSB is in litigation as a result of this. Mrs. Crawley stated she is not asking the superintendent to recommend a reduction in force. Mr. Rachal said he believes

we have the cart before the horse and he would rather see it presented before it is mandated. Mrs. Crawley explained the first step is to explain what the board wants and put it together, and it will not occur until the superintendent presents a revised budget with a 5% cut, which will not be voted on until September/October. Dr. Dawkins said he only wants to see and understand the specifics of the motion. Mrs. Crawley encouraged board members to provide her with feedback and she will consider the feedback when making her motion.

Mr. Riall asked staff to explain what comprises Central Office, i.e. departments. Dr. Dawkins said he is reluctant to answer since he does not know what the ramifications in the motion might be. Mr. Riall asked if anyone can tell him what a 5% ballpark dollar amount might be? Mr. Lee responded that in looking at the budget approved by the board last month, there are three areas (1) General Administration, which is the superintendent's area, \$5 million; (2) Business Services, \$4 million; and (3) Central Services (IT, Communications, Personnel), for an approximate \$15 million, an amount that does not include instructional services. At 5%, Mr. Lee stated you are looking at a minimum of \$750,000 to \$1 million. He also explained that some of these expenses are intermingled in other budgets as well.

Mrs. Bell asked if someone puts an item on the agenda and pulls it because they will be out of town, should the board be discussing it before the board member brings it back with the necessary information? Ms. Priest clarified that a board member pulled the item, but another board member put it back on the agenda with their name. Mrs. Bell stated that since the initial owner of the item did not give a reason, she believes the board member should given the opportunity to address the item.

Ms. Trammel noted the tendency to not have an urgency on some items, and she would like to see everything on the same playing field. She also stated she believes there are many changes to the agenda and asked if she is correct that the board should allow a board member to include what she desires to include in the material as well as time to look it over before it is made an agenda item? Mr. Abrams stated that Mrs. Crawford phoned and asked that the item be pulled. Mr. Rachal called for a point of clarification and if it is correct that once the item is on the agenda, it cannot be removed until the board votes to remove it? Mr. Abrams clarified that the board is now in an executive committee session to set the agenda.

AUS Salaries for Teachers. Mr. Hooks said he is concerned that teachers who transferred to AU schools for three years and received a supplement for this commitment have now been involuntarily transferred to other schools and are no longer receiving this supplement even though they signed a three-year contract to receive a certain amount of money. Dr. Dawkins stated that he does not have the number breakdown on these personnel and asked Mr. Lee to further explain. Mr. Lee said there is approximately \$4 to \$5 million budgeted for the base incentives for all targeted schools. The amount of the incentive paid to the teacher depends on their degree, i.e. Masters or higher, if they are National Certified, etc. Mr. Hooks said these teachers did not choose to leave, but signed a contract to stay at these schools for three years; and if we transfer them, we are breaching their contract and they need to be paid. He said it is not fair because they have figured this salary in their household budgets and if we move them we need to pay them. Mr. Lee said he doesn't believe there were contracts signed and Mr. Hooks said there were. Mr. Abrams responded that he is not aware of any teacher signing any contract, but there are signed contracts for administrators. Mrs. Crawley stated they signed agreements at a faculty meeting and were told to leave it there. Dr. Robinson explained there was no contract that committed teachers to the AU programs to three years. She said the three years does come about when discussing that it takes three years to turn a program around and verbal discussion is that "we need you to consider making this commitment for three years so that the turnaround actually happens". However, there was not a contract. She said there was also not any promise that once an employee was moved from an AU program that the monies would follow them, and only when working in the AU program is someone entitled or eligible for those stipends. Mr. Hooks said a commitment is a contract between two parties. Dr. Robinson said she understands what is being said; however, there is not any written piece of paper that says I have three years. Mr. Hooks said yes they signed it and staff needs to stop trying to pull these games on these folks. Mr. Abrams explained that the administrator contracts include a term in them and they are even told if they leave that specific school they will not longer receive any incentives associated with that school appointment. Mr. Hooks said he doesn't believe this is fair. He said if the superintendent leaves, the board would have to buy out his contract; so he believes there must be double standards when it comes to Central Office and the school facilities, and this is not right.

He said he is looking for an answer to his question, and Ms. Priest explained that it is an agenda item at this time and staff is continuing to work with those who transferred out of AU programs.

Mrs. Crawley said she has always made the assumption of yes because teachers told her that at the faculty meeting, they were told to sign a piece of paper that they would stay at a school for three years. Since things happen, and if a teacher is not doing what is felt to be a good job at the school, teachers were moved. She said the teachers really did sign something and were told to leave it in a stack on the table and it upsets her for staff to say they didn't, because that means someone is not being honest – either the teachers are misinforming her or this group is misinforming her. She asked that staff provide the board with copies of those pieces of paper that the teachers were asked to sign. Mrs. Crawley said she asked the teachers for a copy; however, they told her they were not given a copy, but were told to sign the paper and leave it there. Dr. Dawkins responded that staff will provide a complete report of what staff has for administrators and teachers.

Ms. Trammel stated she has the same question; and if the teachers signed something, there should be a copy in their personnel file. Dr. Robinson responded that the piece of paper did not originate in HR, so it would not be a part of their personnel file. She added staff will need to check with individual schools and principals who issued this document for signature.

Mr. Hooks asked if the principal in place at a school is no longer at the school, how will staff know what transpired? Dr. Dawkins said he will have staff look into this issue and provide clarification.

Board Travel. Mrs. Bell stated that beginning with the new year's travel, she would like to devise a plan for travel to conferences/workshops, etc., i.e. find out those more important/critical workshops/conferences, limit the number of board members attending (especially out of state), etc. She said she believes limiting the number of board members traveling to each conference/workshop is the only way the board's travel can be reduced. While she knows there are some, especially in state, that all members must attend to gain required education credits, she believes most conferences, workshops can be covered by a limited number of board members attending who will return and share information with the remaining board members. Mrs. Bell said once the information is reviewed and discussed, she would like to see these changes, procedures placed in board policy. Ms. Priest stated the board attorney has advised that there are policies that govern board travel; and Mr. Abrams explained that in addition to Mrs. Crawley's item on revisions to CPSB Policy DLC, which includes a provision that the board president is authorized to approve board travel, the board can revise its travel policy and develop a number for out of state travel (4, 5 or 6) unless otherwise approved by the board president. She added there is no need to put together a committee, but just develop a set number of conferences a year per board member and work this into the policy.

Mr. Hooks explained that he asked the board's secretary to follow up on any on-line workshops, etc. that might be available for board members; and at this time, there are none available. Relative to travel for the state, Mr. Hooks said he receives reimbursement up to the cost of an airline ticket (since he does not fly).

Ms. Priest reminded everyone that there are certain mandatory requirements at the state level for meeting Act 705, two of which must be in association with ethics issues as well as credits for School Improvement for board members in districts with AU schools.

Mrs. Armstrong said her only concern is there are so many different opportunities at conferences such as the National Conference, and sending only one or two limits the number of work sessions the board is able to attend. She said putting a limitation on the number of delegates puts a limit on the information brought back to the board. Ms. Priest also stated that it is also understood that because people have different careers, the board worked with Senator Jackson, who introduced legislation, allowing for school board members to obtain credits at the regional and national conferences.

Mrs. Crawley stated that capping the number of trips a board member can take is better; and if a board member needs to take an additional trip, then the board president can look at the request. She noted the five main conferences – national, regional, Greater City Schools and CUBE and if the board members need to pick two of these conferences, it will be very beneficial.

Mr. Rachal said he understands the intent; but asked, if we are trying to cap the number of board members that can attend, is this not a line item budget amount? He stated if the board is interested in revising the policy to cap the board members, he is interested in including that if all a board member's travel is not used, a board member can designate where the unused budgeted funds can go to benefit someone else.

Revisions to CPSB Policy DLC. Mrs. Crawley noted the proposed changes to the approval of out of parish and out of state travel. She said she still desires that the superintendent provide a running total of travel expenses by department to the board so the board understands who is traveling and the expenditure. She also noted she is proposing that the board receive at least quarterly travel reports. Mrs. Crawley also explained she is proposing that out of state travel be approved in advance by the CPSB. Dr. Dawkins asked if the intent is to include all levels of staff for out of state travel and Mrs. Crawley stated that is correct.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA

President Priest announced that items 8.01-8.07 are the consent agenda. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the July 19th CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Lee Ann Anglin stated that on Sunday, September 10th she sent a letter to all board members addressing board relations and communications. She said included in the letter was board policy ABA "Community Involvement in Decision Making". She highlighted parts of the policy noting that the board would take all necessary steps to establish effective communication and dialogue between parents and the board and that the board considers all comments and suggestions and initiatives of parents and others. Ms. Anglin said she only received one response and the board member referenced numerous meetings as well as the roll forward, which she did not address in her letter. She said the board member stated that he did not respond to form letters and her letter was not a form letter. Ms. Anglin said she believes her letter and suggestions were not considered because it was not a form letter and did not address the roll forward. She stated her belief that this board member is confused. She does not get paid to attend the board meetings and for doing the research she has done, but because she is interested in Caddo's students.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, asked if at this meeting the audience is to only ask questions in reference to agenda items, and the board president and attorney confirmed that is correct. Relative to the item on Petrohawk, Mrs. Lansdale noted the amount of money that should be realized from this and the fact that this is not the first time Caddo has received gas royalties. She noted that DeSoto Parish has passed their monies from gas and mineral rights to the classroom and asked the board, when looking at these monies, to consider putting these dollars with other dollars so they will do good things for the classroom. She said the board has had many opportunities from possible resources of a roll forward to dollars in set aside funds that could be used in the classroom. Mrs. Lansdale reminded the board that she will be before the board every time possible in this matter. She also asked for clarification on what is the operating budget for Central Office, because she has never seen one. Even though it was mentioned that the board did not want to implement another reduction in force, she questions how it could be done any way since there is not a staffing formula for Central Office, which is what was used in the past RIF. Regarding the incentive for AU teachers, Mrs. Lansdale said she believes this is creating an aura of distrust, the same as was felt with the roll forward. She asked the board to be public servants and allow people to address the board whether it agrees with what is said or not.

Pat Manning shared with the board that attending the meetings has given her a great respect for the positions held by the board members and the tough decisions they must make. She shared that she learned from the Sunday paper that the district is not broke and there are tremendous funds available for travel, highlighting amounts for airline flights, hotels, registration fees, baggage fees, meals, mileage, tips, etc. and that restoring her library clerk would be priceless.

Hunter Lawler shared with the board his concern over the loss of Darla Feibel as a part of the Northwood High School family. He shared with the board the extent of Ms. Feibel's

involvement in the students' lives and activities at Northwood High School, as well as how she helps the teachers at Northwood. Mr. Lawler encouraged the board not to tear down the families, but to build up the families.

Sandy Hearn, in reference to agenda item 8.07 and fixed assets, asked the board when will a process for sharing and recycling unused equipment, materials, and textbooks be implemented? She also asked when will a common contract for copiers through the district be implemented? In getting ready for the start of a new school year, she said answers to these questions are needed prior to August 18th.

Ben Feibel stated that according to LRS 39:1305 the total of proposed expenditures should not exceed the total of estimated funds available for the ensuing fiscal year and asked if this is true for the CPSB's budget?

Darla Feibel asked the board if all financial fund sources were considered in balancing the budget, i.e. property tax roll forward and the technology monies set aside in designated reserves? She said last month she attended the meeting and as a taxpayer and a member of the community, she now realizes the importance of her attendance at board meetings before it directly affects her. She noted that in a meeting the board voted to go through the proper procedures concerning the property tax roll forward, which included advertising in *The Shreveport Times* for 30 days prior to the board action. Since she knows that an ad in the paper is not free, she asked how much that line item was, and would it not have spoken volumes to the state if a public hearing had been held, indicating that the board heard the people's voice and that all possible resources were exhausted to balance the budget.

Pat Bryan stated that according to the Open Meetings Law, it is essential to the maintenance of a democratic society that public business shall be performed in an open and public manner and that citizens shall be advised of and aware of the performance of public officials and the deliberations and decisions that go into the making of public policy. He said it states that any public is prohibited utilizing any manner of proxy voting procedure, secret balloting, or any other means to circumvent the intent of the Open Meetings Law. Based on this, he asked the board if it really meant to check "yes" when the questionnaire asked if the board had complied with the provision of the Open Meetings Law?

Mr. Hooks stated he does not wish to be labeled a troublemaker; however, he would like to get clarification on several matters. He asked President Priest if the board is considered the public Caddo Parish School Board and is this a public meeting? Ms. Priest answered yes. Mr. Hooks shared with the board and audience the definition of public, and he asked the President why the superintendent or staff never answers the board's or the public's questions? Ms. Priest said she would need some specifics because in accordance with policy, she can't respond on the policy. Mr. Hooks also asked Ms. Priest why, as board president, she allows the superintendent and staff to get away with such actions as not answering our questions. Ms. Priest said it is board policy. Mr. Abrams further explained that in accordance with board policy, the board does not answer questions from the podium, but may refer it to the superintendent to answer the individual questions. Mr. Hooks asked the superintendent if he believes some board members and the public deserve to be truthfully informed and granted an honest response when a question is directed to the superintendent and staff? President Priest explained to Mr. Hooks that in this setting, the board's meeting, the superintendent does not engage in dialogue, but must follow the procedures and the board's policy. Mr. Hooks asked if he could ask the superintendent this question at a board meeting, and Ms. Priest explained that the superintendent must follow the board's policy. Mr. Hooks said he only wants to get clarity and he cannot get clarity if he cannot get an answer. Ms. Priest reminded Mr. Hooks that as a board member, he always has access to the superintendent. Mr. Hooks said he believes this should be public notice and asked the superintendent how long he has been in Shreveport, Louisiana and if he is a registered voter? President Priest reminded Mr. Hooks that this is a personal matter, and Mr. Hooks said that is not correct because he checked with the Office of Voter Registration and was told it is public knowledge. Mr. Hooks stated that if either of them ran for dog catcher, Dr. Dawkins could not cast a vote because he is not a registered voter.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:30 p.m.*

July 19, 2011

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 19, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Willie Burton, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal (arrived at 4:40 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 7, 2011 AND JUNE 21, 2011 CPSB MEETINGS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the minutes of the June 7, 2011 and June 21, 2011 CPSB meetings as submitted. Vote on the motion carried unanimously. Mr. Rachal was not present for the vote.

VISITORS

Daryl Roberson, Caddo Association of Educators, reported on his recent attendance at the NAE Conference at which VP Joe Biden was the keynote speaker. He referenced concern over the balancing of the budget on the backs of those who make the least (custodians, clerks, secretaries) through newly revised policies, implementation of the reduction in force policy, and policies that affect class sizes which directly affects student achievement. He said he believes it all began on March 24th when the board approved the Vision 2020 Plan before working out the Consolidated Annual Budget for 2011-12. Mr. Roberson stated that he doesn't believe the board took into consideration the cost in human capital, and that the Board last week did not take advantage of an opportunity to add dollars through the General Fund to save jobs because of worry over a tax issue at some future date. He again stated that not only is this budget being balanced on the backs of loyal Caddo employees that were affected by RIF, but it also takes advantage of the poor inner city students. With the high schools (Woodlawn, Green Oaks, Booker T. Washington, and Fair Park) blended to include grades 7-12 there are still many questions and concerns that have not received answers despite the fact they have been expressed to the board. He asked if all these schools, their faculties, staffs, and facilities will be prepared for the first day of school. He said public education should be standing ready to help those that are struggling in poverty move to the middle class and asked if the board is moving in the direction that is best for ALL the children? Everyone is wondering if they truly have a voice with the Caddo Parish School Board and if the CPSB has all the children's best interest at heart.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, noted that last year the Caddo Parish School Board employees saw a reduction in pay as a result of the change in Federal reductions and increase in health insurance. She said this was a harder hit for support employees than was forgoing their increment last year. Mrs. Lansdale expressed appreciation for the board including pay schedule increments for classified and certified employees and asked that information be provided defining the parameters on how the \$200 supply money is to be spent because teachers are already preparing for the new school year. She noted the word exigency used in the implementation of the reduction in force policy and three criteria used: declining school enrollment, program changes and financial. She said in observation of this word, because the implementation opposed to further actions are paradoxical in nature, and by invoking this issue, the board said it was in financial dire straits but refused to roll forward the property tax which would have brought over \$5 million to the General Fund. She also said the board refused to take money from the technology reserve dollars that the board created from General Fund dollars. Mrs. Lansdale also referenced a past bond issue passed by the board with no pay increase for teacher and school employees while surrounding districts passed theirs inclusive of pay increases for their employees. She said it is absolute truth that we are dependent on tax dollars to run a school system regardless of what anyone might suggest; and just because some say that children or education does not mean they support public education, and cited several that appear to be for public education but in fact are not. Mrs. Lansdale called on the board to survey every school site, and use coaches, interventionists, duty personnel, et.al., to alleviate the overcrowded classrooms, to pay close attention to the number and the replication of programs and to not consider any more without careful consideration by the board. She also stated agreement that travel deserves a close look, because it has been more surprising when

management is in town than when it is not. Mrs. Lansdale also noted reference in the reduction in force policy that all feasible alternatives to layoffs will be considered first and she believes that everything stated will fall within those guidelines. She said they are gravely concerned with the diminished ability of the district to compete, but believe that what is wrong in Caddo can be fixed in Caddo.

Michelle Leland, teacher, asked that the board reconsider the laying off of the Northwood secretary. She shared with the board the asset she is to the teachers and students in supporting all in their needs. Ms. Leland said she believes Northwood is too often overlooked and under-appreciated, because they are a family and will go to bat for anyone in the school. She also shared what it means to be a teacher and that in that respect Darla Feibel is a teacher. Ms. Leland noted there are other ways to cut the budget besides the extreme move to lay off staff, cutting positions that directly affect the everyday function of the school. Since many in the community have come to the board asking board members to reconsider the budget cuts, she believes the board should consider the concerns and needs of the schools when making its decisions. She encouraged board members to visit the schools this week and observe how they are struggling to get school opened successfully while adjusting to new staff persons, which is a result from a decision that was not thought through and those that will suffer will be the children. One does not cut one of its star athletes if it wants a winning team, and that is what Darla Feibel was to Northwood. She encouraged the board to reconsider the sacrifice Ms. Feibel has made for the school system and Northwood High School that is way beyond her job description and give her the opportunity to again serve the students of Northwood High School.

Alex Suber, Northwood student council vice president, addressed the recent budget cuts and the loss of the secretary at Northwood High School. Mr. Suber reiterated comments by previous speakers in support of returning Ms. Feibel to Northwood and what she means to the Northwood community. He asked that the board reconsider its decisions in cuts made and bring Ms. Feibel back to Northwood.

Gae Graham, parent, shared with the board her concern of the recent cuts and how the reduction in office staff will affect Eden Gardens. She said she doesn't believe laying off the office clerks at Eden Gardens was a positive action for the sake of the children, and she also doesn't see replacing the office clerk with an attendance clerk from a high school without the principal's input as a positive action for the sake of the children. Ms. Graham said the job description for a clerk does not specify the different grade levels to work with; and while the high school attendance clerk transferred to Eden Gardens is a fine employee, her job description was nothing like what she will be expected to do at Eden Gardens Elementary, i.e. the many additional responsibilities beyond what is outlined in the job description. She expressed to the board that she would like to see Lisa Doyal reinstated at Eden Gardens, but if not possible, please allow the principal input in the hiring of the person who will fill this position. Ms. Graham said the common goal should be for the sake of the children and not just about the budget. She also supported the consideration of reducing the Central Office budgets by cutting positions there also. Ms. Graham also asked when and how will the taxpayers, public, and registered voters get answers to their questions?

Ginger Marks, Caddo teacher, shared with the board information on two different items on which they recently voted without all the facts. She stated that Attorney John Settle recently made a public records request and obtained a list of the salary of every employee in Caddo Parish which is where she learned of the position "student service worker". She said the job description is not on the web site and personnel was not able to provide a copy either. Through a second request, Mr. Settle discovered the job is a part-time DOE position, positions created in flush times by personnel in Central Office. Since we are not in flush times, there are at least five Central Office positions whose job descriptions mention finding jobs for DOE students in the private sector. She said in the present financial circumstances, she doesn't believe the CPSB can make work for anyone, and staff should be told to find private sector jobs for these students. Mrs. Marks said that Mr. Settle also learned that the student food worker's job pays \$7.50 an hour; and working in the Child Nutrition office this past school year for 1,079 hours earned \$8,090.50, which is quite a sum for a high school senior, but not the \$15,000 on the list. She asked that someone explain this discrepancy. She said prior to the board's vote to raise the teacher class size, teachers said there were large numbers of students in some classes; however, some board members found it very difficult to believe there were classes in the district that were larger than 25 students. She said this should not be discussed since this information is immediately

available to any staff person by using the JPAM's Program. She also referenced information Mr. Settle received relative to K-5 schools with over 30 students in a class the first nine weeks of last year, and antidotal evidence indicates that the list is incomplete; but even if it is not, there are still 84 classrooms that have a minimum of 37 students with the worse example being over 40 students in one P.E. class and one Art class at Oak Park Microsociety for first grade classes. She challenged any board member to a class with this many first graders and cited additional examples as well. She begged the board to not vote on any issue without the facts, especially when they are so easily attained. Mrs. Marks encouraged the board to ask for a weekly report the first nine weeks of school on every class in Caddo Parish and the number of students in each class by school.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted the proposed agenda and items for the board's consideration. President Priest announced that items 6.01-6.02, 6.04, 8.01-8.07 are the consent agenda. *Mr. Riall moved, seconded by Mrs. Bell, to approve the agenda and proposed consent agenda as submitted. Vote on the motion carried unanimously.* The following is a summary of the board's action.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendations as recommended by the superintendent and submitted in the mailout.

6.02 Requests for Leaves. The board approved the request for leaves as recommended by the superintendent and submitted in the mailout.

6.04 Administrative Contract Renewals. The board approved the administrative contract renewals as recommended by the superintendent and included in the mailout.

Item No. 8

8.01 Authority for Superintendent to Sign Teacher Contracts 2011-2012SY. The board authorized the superintendent to sign the teacher contracts for school year 2011-2012.

8.02 Shared Services Agreement RSD-Linear Charter School. The board approved the shared services agreement with Linear Charter School as submitted in the mailout.

8.03 Shared Services Agreement RSD-Linwood Charter School – The board approved the shared services agreement with RSD-Linwood Charter School as submitted in the mailout.

8.04 Resolution in Support of NCLB Deregulation. The board approved the resolution in support of the No Child Left Behind deregulation as submitted in the mailout.

8.05 Resolution in Support of Goals and Positions of the Coalition for Louisiana Public Education. The board approved the resolution in support of the goals and positions of the Coalition for Louisiana Public Education as submitted in the mailout.

8.06 City of Shreveport Resolution. The board approved the resolution authorizing Superintendent Gerald Dawkins to sign any and all contracts and/or agreements with the City of Shreveport for implementing the Project RISE grant awarded by the City to the Academic Recovery & Career Discovery Center.

8.07 Louisiana Compliance Questionnaire. The board approved the Louisiana Compliance resolution as recommended by the superintendent and submitted in the mailout.

ROADWAY LICENSE AGREEMENT WITH PETROHAWK ENERGY

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the roadway license agreement with Petrohawk Energy Corporation as recommended by staff. Mr. Rachal asked staff to report on any further discussions with Petrohawk. Steve White reported that John Madison, counsel, had further negotiations with Petrohawk representatives on the terms regarding the length of the lease

and Petrohawk will have a five-year lease with a two-year extension, and as long as there is production, they will have access to the road. Further compensation was provided to CPSB, and a copy is provided, of approximately 25% more than what was originally brought to the board.
Vote on the motion carried unanimously.

REDUCE CENTRAL OFFICE OPERATING BUDGET BY 5%

Ginger Marks said if the board wants to save money, it should shut down the Central Office cafeteria because it lost \$47,411.79 and not one food service worker has been laid off in spite of numerous school closings. She said no school based cafeteria is allowed to operate when students are not present no matter how many adults are there, so she questions how Central Office is allowed to operate such a facility to serve adults when it is losing over \$47,000. She asked the board to please vote to support cutting at least 5% of Central Office expenses, proving to the constituents that the board is beginning to be fiscally conservative.

Mrs. Crawley moved, seconded by Mr. Hooks, that the Superintendent is directed to bring back to the board by the October board meeting a plan to reduce Central Office operating budget and other related budgets spending by an additional 5% of the budget passed on June 21, 2011. Mrs. Crawley said at this time we have only hired music and art teachers in spirit and she wants them to be a reality in the classrooms. There is a high school that does not have an art teacher and cannot hire one; and at this time, she has not polled all the schools. Since not every child can play instruments, but they may be good at singing. She shared reasons some have given for not having these classes in the school and how students participating in these areas must get the opportunity in another school. She said she knows that at this time the money is not in the budget to hire these teachers but she desires that in lieu of overcrowded classrooms, she wants staff to develop a plan to address these situation before they happen with the opening of school. Mrs. Crawley said the board was told that many additional cuts will be coming to the board and her experience has been adding items to the budget, not cutting the budget. The superintendent responded that he will get an answer to Mrs. Crawley's questions. She also encouraged the superintendent to bring information to the board as it is developed.

Mr. Hooks said a conversation was held with the superintendent and at that time the superintendent assured him that each school would have art, music, band and choir. He asked the superintendent to confirm that this discussion took place? Dr. Dawkins responded that a discussion did take place on restoring art and music programs in those schools that did not have them and staff is working to do just that. Mr. Hooks asked the superintendent to explain the problem, and Ms. Priest stated the discussion needs to be on the motion. Mr. Hooks said he will get with the superintendent.

Mr. Ramsey moved, seconded by Mrs. Armstrong, to direct the superintendent to bring back to the board by the February 2012 executive meeting a budget plan for the 2012-2013 school year reflecting a balance between the revenues and expenditures of the General Fund and also provide monthly updates of the process. Mr. Ramsey said he believes everyone knows there is still a serious budget problem and that the revenues are not matching the expenditures. He said he understands the original motion, but he believes we need to do something more complete and thorough and move toward getting the budget in line as well as a plan by February 2012. Mr. Ramsey noted there is an independent audit under way and it will hopefully help point out some things and he would like to have all this information. He added he is aware that the superintendent is working to find other budget cuts and he certainly agrees if there is 5% in cuts in these areas, he would support doing that; however, at the same time, he does not see how we can do it without enforcing another RIF. If that is something that needs to be done again next year, he only wants to see a more thorough planning process in getting there. He also asked that we work toward a balanced budget where we are not spending more than is coming in and working toward a reasonable fund balance of somewhere between 8 and 15%. He added until we are healthy again, it will be difficult to address some of the needs we would like to address. Also, as a board member, he depends on staff to provide information, making sure it is accurate information, because the only one the board can hold accountable is the superintendent.

Mrs. Armstrong stated that she has some concerns regarding the direction in which we are moving, and she wants a more complete picture of the operations and needs at Central Office before possibly entering another RIF. She said the audit being done will give the board a good picture and the internal auditor after each department is complete, will present a report on the

findings. Mrs. Armstrong also added that she would want to look at making the changes prior to the February work session and believes we need a balanced budget, clarification and opportunities so the superintendent can move in that direction.

Mr. Rachal stated he wishes this were two separate motions because he agrees with Mr. Ramsey about getting the budget earlier; however, he does not want to put off the first motion, because he believes this is a plan that can be worked into along with the audit. Miss Green agrees and also wishes it could be two different motions.

Mrs. Crawley encouraged Board members to vote no on the substitute motion; because while she agrees it is a good motion, it addresses the 2012-13 budget and not the current budget which is the budget her motion addresses. She said her motion is directed to the 2011-12 budget, to alleviate the General Fund balance and to give children music and art, as well as to address overcrowded classrooms. Mrs. Crawley explained that her motion directs the plan be brought back in October and by that time, she believes portions of the internal audit will be complete and presented to the board. She said she believes if someone off the street can say we are going in the hole with the cafeteria, she knows our very knowledgeable staff can find a minimum of 5%. She explained that she has attempted to explain to the public that Central Office does not have a huge operating budget, but she believes they can reduce expenditures by 5% and when the travel is changed, that represents approximately \$700,000.

Mrs. Armstrong referenced Mrs. Crawley's comments relative to the cafeteria and asked the superintendent if the closing of the cafeteria something that is being discussed? The superintendent responded that the closing of the cafeteria and other services are still on the table for consideration. Mrs. Armstrong said she did not want the public to get the idea that some of these things are not being discussed as possible ways to reduce expenses. Ms. Trammel asked for clarification and that when the board is discussing budgets, she doesn't believe the Child Nutrition Program budget has anything to do with the General Fund budget and we can't use these funds for anything relative to the General Fund.

Mrs. Crawford stated she was under the impression that when the board asked and voted for the internal audit, that as the board receives the reports from staff and wants to vote to correct any irregularities, the board can do so. She asked if she understands correctly that Mr. Ramsey's motion works not only for 2012-13, but also for 2011-12? Mr. Abrams explained that the substitute motion gives a parameter. Mrs. Armstrong noted there is so much conversation in the audience that she cannot hear. Ms. Priest stated that the board would like to hear the attorney's clarification. Mr. Abrams explained that the substitute motion provides a map as to what the maker wanted and if the board agrees, there would be a road map as to how the board wants to proceed. He further explained that the original motion explains that if the board agrees, that is how it will come back. If the substitute motion passes, the parameters would be in place for the superintendent to bring something back to the board. However, if the audit report to the board points out something, there is no reason why a board member cannot make a motion to address it as it has done in the past.

Dr. Dawkins added that staff is proceeding in two directions with the audit of each department, staff is prioritizing those and the others that are ongoing to look at everything that staff is doing as well. He said it is his understanding that staff will report its findings monthly to the board.

Mr. Hooks said he believes he heard Mr. Ramsey and Mrs. Armstrong mention the word RIF and RIF is not a part of this motion. Mrs. Armstrong said salaries.

Mr. Rachal asked for clarification on the substitute motion before he speaks to it. Mr. Ramsey said he is not opposed to cutting 5% of anything unless it involves implementing RIF again; but anytime you get into across the board cuts, you can get into RIF, and he is not convinced that we will not get into RIF. He also commented on the independent audit and the discussion that if we find something wrong, the board addresses it at that time; and if cuts are going to be made, the board would be in a better position to do so if all the information is available. He said the substitute motion gives a road map to get to February 2012; but proceeding in that direction, monthly updates will be provided and the board can take action as necessary.

Mr. Rachal asked the superintendent when will the audit be complete? Dr. Dawkins responded that staff will start and will bring feedback to the board throughout the process, but it will

possibly be the end of the year. Mr. Rachal said he knows that the auditors will be getting information from the staff and he doesn't believe it to be a bad idea for the staff to also provide information on areas that could be cut. He encouraged those who have suggestions on possible cuts to submit them. Mr. Rachal said he likes both motions and he does not see any harm in putting this plan together at the same time the audit is done.

Superintendent Dawkins stated that the truth of the matter is staff has begun looking at other areas as stated and staff will begin to make these reports to the board. The audit is a separate process, but at the same time a complementary process. He stated his agreement that some things need to be done immediately and we need a balanced budget; and he believes everyone is aware that an additional \$15 million is needed to balance the budget and this must be addressed in next year's budget, in addition to building up the fund balance.

Mrs. Armstrong stated that we keep saying it is a plan, but she sees the substitute motion as a plan and direction not only for the 2011-12 school year, but for 2012-13 also. She said because it will afford the opportunity to make adjustments as we go through this school year and prepared to look forward to next year, she believes the substitute motion affords this opportunity.

Mr. Riall asked if it is possible to eliminate 5% without a RIF? Mr. Lee referenced documents sent to the board last week on Central Office expenses and the various departments at Central Office have approximately \$24.9 million budgeted for next year; and if you take out salaries and benefits (\$18.5 million), as well as additional contractual commitments (\$2.9 million), this leaves a balance of approximately \$3.5 million. He further explained that 5% of \$24.9 million is approximately \$1.25 million so the board will be cutting approximately one-half of arbitrary expenses, i.e. supplies, travel, etc. Mr. Riall asked staff what kind of hardship would cutting these arbitrary expenses put on staff? Mr. Lee responded that there is not a lot of travel to cut, because a major portion of that budget is to reimburse employees for mileage which is something the board must do, i.e. itinerant employees that travel from school to school. Mr. Lee explained that he can look at what makes up the \$3.5 million and get with the superintendent and directors.

Mrs. Crawley agrees that the substitute motion can be used as a roadmap, but it is the fact that it was brought as a substitute motion instead of another agenda item, which it could stand on its own, or it could have been brought at the next meeting. She said she believes it is now a roadblock instead of a roadmap and she believes that is its point; and if we are going to continue cuts, she would like to know how many cuts are in this month's agenda. Mrs. Crawley also explained that she added to her motion "and related budgets" to give the superintendent room. When you talk about hardships and students with diabetes, she doesn't believe it will look good as board members to support cutting paper clips. Mrs. Crawley said RIP can be done with any motion, but the superintendent must recommend it to the board and the board votes on this recommendation.

Mr. Ramsey said again he is all for cutting expenses as long as it doesn't involve RIF, and asked the superintendent if he is already looking at cutting these items? The superintendent responded that staff is already looking into this and it is an ongoing process. Mr. Ramsey said he does not see this as a roadblock and encouraged the board to support the substitute motion and move forward with a more comprehensive plan that includes across the board cuts.

Mr. Hooks asked if we laid off employees at the warehouse? Dr. Dawkins responded that is correct. Mr. Hooks stated that he understands from this that we have overspent and there are many supplies on the shelves at the warehouse that are not being used. Dr. Dawkins stated that staff has found more efficient ways to deliver supplies and equipment directly to schools rather than storing in the warehouse. Mr. Hooks said that he was told there were many supplies sitting on the shelves at the warehouse which means to him that we over ordered supplies, so he believes cuts can be made here.

Mrs. Bell moved, seconded by Mr. Burton, to call for the question on both motions. Vote on the motion to end debate carried with Board members Green, Crawley and Rachal opposed and Board members Riall, Burton, Hooks, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Vote on the substitute motion carried with Board members Green, Crawley, Hooks and Rachal opposed and Board members Riall, Burton, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

CONTINUED INCENTIVE FOR AU TEACHERS WHO WERE MOVED

Mr. Hooks moved, seconded by Mrs. Crawley, to continue to pay the base incentive to employees who were transferred involuntarily from the Superintendent's Target Schools for the 2011-12 school year. Mr. Hooks said this incentive pay was the result of the Superintendent's vacating all the positions at the target schools and putting out a call to apply for these vacated positions with the commitment of paying an incentive to all who came to work at the target schools for three years. He said he believes it will be only fair to continue the base incentive for those employees who accepted the commitment and were transferred away involuntarily, because to renege on a commitment will only set another terrible precedent that the CPSB does not deal with its employees in good faith. Mr. Hooks said he believes the CPSB is financially able to absorb this cost and begin to re-establish a good relationship with its employees. He said the incentive pay is already in the 2011-12 budget and these employees have based their livelihood on this incentive for three years.

Ms. Trammel asked how many employees are we talking about for this incentive pay? The superintendent stated he does not have an exact number, but he believes there are those who left in the first and second year as well and would need to include those numbers as well, along with how much it would cost. Mr. Lee clarified that the amount budgeted is to pay those in these positions now; and to go back and pay those who have left and those who replaced them, that money is not budgeted. Ms. Trammel asked Mr. Lee if we are saying we would pay those in the positions as well as those they replaced? Mr. Lee further explained that if someone relocated and someone took their place, they likely will pick up the incentive. Ms. Trammel asked if this would include the schools that were closed? Mr. Lee responded not necessarily, but if they moved for whatever reason from their school to a school that is not a targeted school, their incentive ended when they left the school.

Mr. Abrams shared his concerns over the motion on the floor and the fact that it will give improper donations to persons not performing a job duty that was asked in receiving the incentive pay. He said the persons at the targeted schools had different duties and were provided incentives to come to the target school and accept the challenge of doing these additional responsibilities. If they are moved to a non-AU school, they will no longer be doing these additional responsibilities, and to continue to receive any incentive is considered a donation.

Mrs. Crawley asked how many are we talking about when referencing "involuntarily" moved? Dr. Dawkins again stated that staff would need to get these numbers. Mrs. Crawley said it was an agenda item and it would have been good information to have today. She also asked if since some schools were combined, will this result in some employees being dislocated? Dr. Dawkins stated some will be dislocated, some will come in and he believes it would only be fair to include all those involved, involuntary or not. Mrs. Crawley stated she is only referencing involuntary.

President Priest relinquished the chair at approximately 6:10 p.m. to the first vice president and returned to the chair at approximately 6:14 p.m.

Mrs. Armstrong asked if any of the employees were involuntarily moved from an AU school because of unsatisfactory evaluations or did they ask to be moved? If so, she believes it needs to be taken into account that we don't know the numbers involved, and they are not budgeted since someone else took their place. She shared her concern over the board approving a blanket permission for those who are no longer performing duties to receive the incentive pay.

Mr. Hooks said he is only talking about teachers removed because the school was overstaffed. He said this item was on the agenda and he would have thought someone would have him the numbers tonight that would tell him how many persons we are talking about. Mr. Hooks asked the superintendent if he can provide him the information on those teachers that had to leave due to overstaffing for the 2011-12 school year only? Dr. Dawkins responded he will provide the number of employees who involuntarily left administrative positions for all three years. Mr. Hooks stated he is willing to pull the item until additional information is provided.

Mr. Ramsey called for a *point of order* and the item being discussed now belongs to the board at this time and it can't be pulled. Mr. Abrams clarified that is correct. Mr. Riall asked if when the incentive originated, was it for people for positions? Dr. Dawkins said it was paid to the people who made the decision to come teach at that school.

Mr. Ramsey moved, seconded by Mr. Rachal, to call for the question. Vote on the motion to end debate carried with Board members Green, Burton, and Crawley opposed and Board members Riall, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion failed with Board members Hooks and Trammel supporting the motion and Board members Riall, Green, Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

REVISION TO CPSB POLICY DLC (EXPENSE REIMBURSEMENTS)

Ginger Marks stated that a public records request by John Settle regarding travel expenses makes it clear the staff needs guidance from the board. Knowing that the board works very hard, she believes the board needs to give staff direction relative to spending because for three years freewheeling has been taking place despite reduced income. She shared an example where 13 Central Office staff attended a conference in Chicago, and all but three had been on another trip within the year. Others had attended additional trips across the country throughout the year and she questions if this is reasonable based on the district's financial situation over the past two to three years.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, referenced the finance person stating there were not that many trips, but it also included trips to school sites, and to her this is incomprehensible. She said she knows people go on trips in the Caddo School System all the time; and if the board is dependent on one person providing anecdotal information, then she believes this is information the board needs to become aware of. She said their board gets financial information at every board meeting and she believes there is nothing wrong with CPSB getting financial information at every board meeting on how many trips were made and the cost. She said the superintendent does not do what one board member wants them to do, but only acts when the board asks him to.

Mrs. Crawley moved, seconded by Mr. Hooks, to approve revisions to CPSB Policy DLC as presented at the last meeting and provided in the mailout to also include that employee trips to conferences outside the State of Louisiana that are paid for through General Fund must be approved in advance by the CPSB. Mrs. Crawley stated that the only change from what was presented at the last meeting is that trips outside the State of Louisiana must be approved by the CPSB in advance. She explained that this is customary in surrounding districts and states, and none of the school boards do not know who, why and how much for out-of-state trips.

Mrs. Bell stated that she wants to clarify that her item strictly addresses the board's travel and asked Mrs. Crawley if she means all travel? Mrs. Crawley clarified that it is out-of-state travel (conventions). Mrs. Bell asked if this is for the staff and employees. Mrs. Crawley said it is for everyone in the system and it says all out-of-state travel. Mrs. Bell said she cannot support this because she has something she will bring as it relates to board travel. Mrs. Bell also questioned the expense reimbursements and if we are only revising for staff and employees other than the board? Mr. Abrams explained that this revision was drafted with the intent would not be board members because it already states that board travel must be pre-approved by the board president and it has always said this. He further explained there are additional policies that address board travel, and the reimbursement should coincide with the travel policies. Mr. Ramsey asked Mr. Abrams if this is similar to what other districts are doing around us? Mr. Abrams responded he doesn't know what other districts are doing this, but stated he understands it is similar to something Caddo did years ago and it became a nightmare. Mr. Ramsey asked the superintendent what type of issues are presented by this revision? Dr. Dawkins said he has not seen this type policy in place before and he sees it as being something that could take a lot of time and staff will need to determine a process for bringing this information to the board because there is required travel by the state and grants. Mr. Ramsey asked if there are situations that require board approval and there is not a board meeting scheduled to approve it, will the president need to call a special session? Dr. Dawkins stated that he believes it would be

necessary to have a back up plan since these requests and the timelines come in many forms. Mr. Ramsey asked the maker of the motion about amending the travel budget to one-half and once travel exceeds that, the requests must come to the board because while he sees the need to monitor and control out-of-state travel, he also sees potential problems with the meeting dates. Mrs. Crawley reminded the board that she made a motion last board meeting to cut the travel budget in half and it failed. Mr. Ramsey stated he believes we are looking for a process and the ability to monitor travel and he believes this will be worse than cutting the budget. He also said the board could require a monthly report on any travel; and if at any time it appears there is excess, the board can stop travel at that time. He said he believes saying you must have board approval before anything can be done might be too obstructive even though there should be some questions asked about the Chicago trip. Mr. Ramsey said he has difficulty because of the board's ability to approve in a timely manner.

Dr. Dawkins stated he believes it is very clear that the travel budget needs to be cut and that having monthly reports may be a way to do this; however staff is willing to put something together to address this and keep the board apprised, but this could become a management nightmare for everyone.

Ms. Trammel asked if travel is still submitted manually and not electronically? Staff responded that is correct. Because of this, Ms. Trammel said she believes there could be problems in meeting deadlines for registering, etc. She noted that she learned at a conference she attended districts that handle travel electronically are able to process travel requests more expeditiously. Since Caddo is not doing this electronically, she is concerned about processing these travel requests and still being able to meet deadlines for making early reservations, i.e. registration, hotels, travel.

Mrs. Crawley said she is willing to say *conferences* because many conferences are scheduled a year ahead and she only brings this because of the budget crisis we are now in and she cannot imagine anyone attending any conference in the coming year unless it is an emergency or someone is receiving a national award or for students.

Mr. Riall agrees with the spirit of the motion but asked if the maker of the motion would amend to reflect "conferences"? *Mrs. Crawley agreed to a friendly amendment to include conferences. Mr. Hooks as the second also accepted the friendly amendment.*

Mrs. Crawley reread her motion to include the friendly amendment as follows: To approve the revisions to CPSB Policy DLC as presented at the last meeting and in the mailout and that employee trips to conferences outside the State of Louisiana must be approved in advance by the CPSB. Mr. Hooks seconded the motion with the friendly amendment.

Mrs. Armstrong expressed her concern that board members are unable to hear the dialogue of other board members due to the conversations in the audience. Ms. Priest stated there will be order in the boardroom. Mrs. Armstrong stated that the board would like to hear the points being discussed by fellow board members and she is tired of this happening meeting after meeting. She is not fair and she is tired of it; and since the board is legally accountable for conducting the official business, she asked that the audience be respectful of that or that the screens be closed and the audience view the meeting from the television screens. Ms. Priest stated her appreciation for Mrs. Armstrong bringing this up.

Mr. Rachal referenced the \$414,000 budgeted for travel and he believes the motion with the friendly amendment may muddy the waters and he preferred the original motion, because he doesn't believe "conferences" will be clear. He also asked how many do we have traveling out of state? Mr. Lee said in total for the district, it is approximately \$500,000 districtwide and of that amount approximately \$175,000 was paid out of the General Fund. Mr. Rachal asked Mr. Lee about the other funds and if we are mandated to spend those funds or is there a line item that we must spend it on travel. Mr. Lee said he does not know if we are mandated, and he referred to directors to respond. Pam Barker, director of special education, explained that in the Sped, IDEA and General Fund budgets, travel allocations are included in their travel allotment for personnel travel from school to school. She also explained that mandated professional development is included in that amount. Mr. Lee also added that the General Fund travel budget includes the mileage reimbursement for traveling from school to school as well as in-state and out-of-state travel. Mr. Rachal asked about the reference to IDEA? Mr. Lee explained that we

are talking about two different things and clarified that the \$414,000 in General Fund travel includes all forms of travel whether we are paying for someone to attend something out of state or mileage reimbursement for in-state travel. He added that for out-of-state travel, there was approximately \$500,000 worth of travel and \$175,000 of that amount came from the General Fund and the remainder from other sources. Mr. Rachal asked about the monies being used for travel from the “other” funds, not General Fund, and can we use these in accordance with the IDEA guidelines? Mrs. Barker said that is correct and their budget is designed based on certain professional development opportunities. Mr. Rachal asked if urgent needs come out of the blue to us within 30 days of an event? Mrs. Barker said she believes we mostly receive at least a 30-day notice. If we implement this policy, he would recommend that requests for travel be made in a more timely fashion. Mrs. Barker said this is an in-house procedure staff attempts to follow.

Janis Parker explained that in addition to what Mrs. Barker presented, the Title I budgets send teachers and principals to out-of-state meetings for professional development. Title I must also include parents in the Title I budget for parental involvement, being required by law to insure that parents have the opportunity to participate in professional development. Mrs. Parker explained that out-of-state travel has been limited in recent years, but to get information submitted to the board 30 days in advance may not be doable since information on some of these conferences comes via email or in the mail with only approximately 30 days notice to get the board approval, to get the information to the schools and hopefully be able to take advantage of any discounts for early registration and booking. Mr. Rachal asked staff how many out-of-state events are mandatory and if there is any other way we can get the information/training without traveling out of state? Mrs. Parker said for Title I, they always try to send representatives to the National Conference because it is an opportunity to gather with leaders of other Title I institutions. Mr. Rachal asked if staff is aware of when this conference is held? Mrs. Parker responded it will be in January, but they currently do not have information on hotels, etc. in order to submit professional leave requests. Mrs. Barker explained her situation is basically the same with IDEA and Council for Exceptional Children which is the national conference for different areas in Special Education. She said there are several conferences throughout the year for specific domains in Special Education, i.e. pupil appraisal, instruction, etc. Mr. Rachal again stated that he doesn't believe “conference” is very clear.

Mr. Ramsey said there appears to be some confusion because we do not know what all is involved, but he appreciates Mrs. Crawley's comments regarding the budget crisis and we should not be traveling out of state and board members need to practice what we preach. Mr. Ramsey said he likes adding conference, but he still hears problems with the management of it; but he agrees we do not need to spend tax dollars that we don't need to spend. Mrs. Crawley said that maybe we should clarify that it is “conferences to out of state and paid out of the General Fund must be approved in advance by the CPSB”. Mr. Ramsey stated that is his question because we are addressing the General Fund budget and should not put these over Special Ed, IDEA and Title I on the spot. Mr. Ramsey asked for clarification and if they actually spend any of the monies in General Fund budget? Mr. Parker stated that she does because since hers come from the schools, the schools sometimes put together a group and if it is more than what the budget allows, the school will combine its money and the funding will come from another fund. Mrs. Barker said she has not used any General Fund dollars for anyone traveling in Special Education, and the only thing from Special Ed that comes from General Fund is mileage for those teachers that are itinerant. Mr. Ramsey asked for clarification and if the schools will attach to the conference and spend General Fund dollars? Mrs. Barker said no, but anyone from a school that submits request relative to SPED professional development, IDEA pays for it. Mr. Ramsey asked Mrs. Parker how she is able to spend General Fund dollars? Mrs. Parker explained that she does not, but it's a rarity when a school does not have enough funds in their Title I budget to send their parent; but if so, the school may go into their allotment. She also explained that any school in school improvement must budget 10% of their allocation for professional development, which can take various forms, i.e. in parish training or out-of-state conference trip. If it is an out-of-state conference, they are required to return and redeliver to the staff.

Mrs. Crawley, at the request of a fellow board member, repeated the change to her motion as follows: *“conferences outside the State of Louisiana that are paid for through General Fund must be approved in advance by the Caddo Parish School Board”*.

Mrs. Crawford, for clarification, stated that we have budgeted \$414,000 for travel and the \$175,000 is what is actually used. Mr. Lee explained \$175,000 is not all that was used, but how

much was spent for out-of-state travel, and any remaining was probably instate travel or mileage reimbursement. Mrs. Crawford asked Mr. Abrams if this change means we are taking into consideration conferences that are mandatory by federal and state governing bodies. Mr. Abrams said he did not understand that. Mrs. Crawford cited the time when the state told Caddo that the superintendent and several staff members had to go to Virginia without a choice. Mr. Abrams clarified that at the moment the motion is exclusive of board members and next month will come board travel. He also reminded the board that when it approved the budget, the board approved the \$414,000 travel expenditure and this is basically telling the staff they have approval to traveling. At the present time, the board is putting into place a process whereby anyone attending a conference outside the state of Louisiana, and funding coming from the General Fund budget, must receive pre-approval by the board. Mr. Abrams said in essence if someone wants to attend a conference in Boston, and it is believed it is a conference they can attend and come back and share the information, and if the travel expenses will be paid from the General Fund budget, the person (employee) traveling will need to present the request to the board. Mrs. Crawford said she only wants to make sure we are not tying hands. Mr. Abrams responded that the motion states if the conference will be paid out of the proposed revisions, the board member must appear before the board for approval. Mrs. Crawford stated she believes Caddo is in a good place because she is aware of numerous districts that have eliminated all travel. Mr. Abrams again reminded the board the budget approved by the board authorizes travel and what is being discussed is a procedure to keep the board informed.

Mrs. Armstrong moved, seconded by Mr. Burton, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the main motion carried unanimously with the change that employees trips to conferences outside the State of Louisiana and paid from the General Fund must be approved in advance by the Caddo Parish School Board.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford requested that the board attorney review the contract with SunGard and report back to the board any legal issues regarding implementation of this program

Mrs. Crawford also requested an agenda item to begin the process for renaming the new wing at Shreve Island for former principal Kerry Laster.

Miss Green expressed appreciation to the staff for the work on the transition at Green Oaks. She also shared with the board that she always watches the school board meetings online and after viewing the last meeting, she believes she would be remiss if she did not share how disappointed she was in the last five minutes of the meeting. While she understands we are going through a crisis, and she appreciates everything the board members have done to help her, she believes the board needs to stay away from personal attacks.

Mrs. Crawley expressed her appreciation for the list of academic programs and asked staff to provide the date they originated, who oversees the program, and expenses related to the program.

Mrs. Crawley asked staff to consult with the principals, etc. at K-8 schools related to a need in the office staffing ratio and should they be viewed as two schools and provided a clerk for the middle school grades and a clerk for the elementary grades.

Mrs. Crawley asked staff to provide the board with a plan to alleviate overcrowded classrooms by the end of the second week of school. She shared that one possible way might be to split the classes and let the coordinator run the class until staff hires another teacher.

Mr. Riall reinforced the request relative to the K-8 staffing formula and if it should be in line with the 7-12 formula.

Mrs. Armstrong asked for information on honoring the retirees. Staff announced that we will recognize Caddo's retirees at a reception at 3:30 p.m. on Wednesday, July 20th in the boardroom.

Mr. Hooks stated that when he ran for office, he made a promise. Mr. Ramsey called for a point of order and the violation of board policy. Mr. Hooks said he made a promise to the people in

District 5 that whatever he knows they will know and he will keep nothing from them until he leaves the position. He will keep them informed of what goes on in the parish.

Mrs. Bell asked for an update on the schools that do not have an art, music or band teacher and why.

Ms. Trammel asked for copies of the internal audits of departments previously requested.

Ms. Priest asked that regarding hiring practices and retirees, she understands Act 591 states that all positions must be advertised twice and should, after the advertisement, the district not be able to find someone qualified, the retiree can only be hired in critical areas. Ms. Priest said she does not want to see Caddo penalized because principals may be hiding some positions for retirees.

Mrs. Bell stated that Act 405 addresses leaves that the district can pay for and those it cannot and asked the Attorney and Superintendent to bring information to the board on this matter.

Ms. Trammel asked for an update on the positions (directors and other departmental heads) still open. Dr. Dawkins reported that a letter of the preliminary assignments was sent to the board, however, it is not complete at the present time.

Mrs. Armstrong asked about schools or Central Office assignments? Ms. Trammel explained that she is referencing positions i.e. attendance director, purchasing director, etc. and will they be filled or will they remain open and placed under someone else.

EXECUTIVE SESSIONS

Student Readmission Appeal. *Mr. Ramsey moved, seconded by Mr. Hooks to approve staff's recommendation for K.T. to enroll at Woodlawn Leadership Academy on a student behavior contract. The parents are in agreement with staff's recommendation. Vote on the motion carried unanimously.*

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:23 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

JULY 26, 2011

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Larry Ramsey, District 10, led the prayer and pledge of allegiance.

PROCLAMATION DECLARING DISTRICT 3 SEAT VACANCY AND CALLING FOR A SPECIAL ELECTION DUE TO THE RESIGNATION OF SCHOOL BOARD MEMBER WILLIE BURTON

Mr. Riall moved, seconded by Miss Green, approval of Proclamation declaring a vacancy in District 3 and calling for a special election due to the resignation of School Board Member Willie Burton. Vote on the motion carried unanimously.

ESTABLISH PROCEDURES FOR FILLING THE DISTRICT 3 VACANCY

Mr. Rachal moved, seconded by Mr. Hooks, to establish the following procedures for filling of District 3 vacancy:

That the following procedures for filling the District 3 position be advertised in the official journal;

That applications for filling the Caddo Parish School Board District 3 position be addressed to the President of the CPSB and accepted by hand delivery at the superintendent's office located at 1961 Midway Avenue, Shreveport, LA until 10:00 a.m. on Monday, August 1, 2011.

That interviews of candidates will follow the following format:

FORMAT FOR INTERVIEW SESSION (Up to 10 minutes per candidate)

- I. Each candidate will present an opening statement addressing the following:
 - A. His or her reasons for desiring to serve as interim board member from District 3;*
 - B. His or her special skills or experience to offer as a board member from District 3; and*
 - C. His or her perspective on the role of a board member.**
- II. Each candidate will be allowed to make any final summary statement if time permits.*

Interviews to be held at a special board meeting to be held on Monday, August 1, 2011 at 4:30 p.m. at the Caddo Parish School Board office board room, 1961 Midway, Shreveport, Louisiana. Vote on the motion carried unanimously.

SCHEDULE A SPECIAL BOARD MEETING FOR PURPOSE OF INTERVIEWING CANDIDATES FOR DISTRICT 3 VACANCY AND SELECTING AN INTERIM APPOINTMENT

Mr. Ramsey moved, seconded by Mrs. Bell, that a special board meeting be held on Monday, August 1, 2011 at 4:30 p.m. for the purpose of interviewing candidates for the District 3 vacancy and for selecting an interim appointment. Vote on the motion carried unanimously.

Adjournment. *Mrs. Crawley moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:43 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

August 1, 2011

The **Caddo Parish School Board (CPSB)** met in *special session* in its office at 1961 Midway Street, Shreveport, Louisiana at approximately 4:30 p.m. on Monday, August 1, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachel, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and pledge.

Ms. Priest announced the purpose of the special session is to interview and appoint an interim representative for District 3.

Mrs. Bell asked everyone to be in prayer for Chadrick Edwards, student at Huntington High School, who was killed in an accident.

VISITORS

Rev. Joe R. Gant, Jr. addressed the board in support of Jean Ware as the interim appointment for District 3.

Frederic Washington spoke in support of Jean Ware as the interim appointment for District 3.

Debra Bell, PTSA president at Booker T. Washington, endorsed Debra Seamster as the interim appointment for District 3.

Roy Cary spoke in support of Jean Ware as the interim District 3 appointment.

Charlotte Williams spoke in support of Debra Seamster to fill the District 3 vacancy.

INTERVIEW CANDIDATES FOR THE DISTRICT THREE CPSB VACANCY

President Priest announced the format and procedures to be followed for interviewing candidates for the District 3 vacancy. *Each candidate's interview session will be up to 10 minutes; each candidate will present his or her reasons for desiring to serve as interim board member from District 3; each candidate will present his or her special skills or experience to offer as a board member from District 3; and each candidate will present his or her perspective on the role of a board member.* Ms. Priest also asked that each candidate when approaching the podium to please state their name, address, that they are a resident of District 3, and whether or not they intend to seek the elected position in the October election. The president also announced if time permits, each candidate will be allowed to make a final summary statement.

The following candidates shared with the board why they desired to serve as the interim board member from District 3: Brenda Alexander (1750 Murphy Street), Njeri Camara (1505 Abbie Street), Gail Griffin (2110 East Algonquin Trail was not present), Roynetta Ortiz (3712 Bobbitt Place), June Phillips (withdrew her application), Debra Seamster (1417 Madison Avenue); Jean Ware (2114 East Algonquin Trail); and Robert "Bubba" Williams (1538 Martha Avenue).

SELECTION OF INTERIM REPRESENTATIVE TO FILL THE CPSB DISTRICT THREE VACANCY

The president announced she will call each candidate's name in alphabetical order and each board member will have one vote. As each candidate's name was announced, the following votes were cast: Brenda Alexander (0 votes); Njeri Camara (0 votes); Gail Griffin (0 votes); Roynetta Ortiz (0 votes); Debra Seamster (6 votes – Riall, Green, Priest, Crawford, Armstrong, Bell); Jean Ware (3 votes – Crawley, Hooks, Trammel); and Robert "Bubba" Williams (2 votes – Rachel, Ramsey). President Priest announced that Debra Seamster is the new interim representative for CPSB District 3.

OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to newly appointed interim board member for CPSB District 3, Ms. Debra Seamster. The board and audience extended congratulations and welcomed Ms. Seamster to the board.

Adjournment. *Mrs. Crawley moved, seconded by Mr. Riall, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:50 p.m.*

August 2, 2011

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, August 2, 2011 with First Vice President Steve Riall presiding and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Ramsey led the invocation and Pledge of Allegiance. Ms. Priest was absent.

PRESENTATIONS

Update on PMOC Process. Superintendent Dawkins introduced Col. Durr who shared with the board and audience an update on the process being used to address the district's most important work. Dr. Dawkins reminded the board that a couple of years ago several Caddo employees traveled to the University of Virginia and learned about Project Management Oversight Committee and Balanced Scorecard and how to organize the district's work and bring reports to the board in a more sequential and organized fashion. Dr. Dawkins explained that the PMOC (Project Management Oversight Committee) is a representative cross functional team from across the organization. In his overview, Col. Durr reported that it is important to understand while all work is critical, it is also critical to establish priorities and focus our efforts on the most important aspect of establishing accountability. In establishing the goals for the district, projects are begun to support those goals and are prioritized by the PMOC. He stated that he constantly reminds everyone on the PMOC that objectives must be clear, must be measurable, must be attainable, and must be monitored for accountability. Col. Durr explained that the PMOC is a cross representation of Central Office employees with varied experiences, as well as additional personnel throughout the district with additional background. He said that each area has projects that support the focus areas. Col. Durr highlighted the format and process that begins by completing a form on which the project is created and recorded, objectives and task lists are created on these forms, as well as timelines, communications plans, budgets, etc. He said the meeting schedule for PMOC fluctuates from weekly to monthly depending on the project status and how each is tracked. Col. Durr reiterated that staff will bring to the board in the not too distant future a format for the Balanced Scorecard.

Dr. Dawkins reminded the board that staff wants the board to understand this work is detailed out considering all possible resources for hopefully solving the issues and staff is attempting to organize this work differently in order for the board to see the work, offer suggestions, as well as the implications for policy changes, funding needed, plus any additional things that may have an impact on the schools and community.

Mr. Rachal asked how many different projects are being tracked through the PMOC? Dr. Dawkins responded approximately 10-12. Mr. Rachal asked how many projects have reached completion? Col. Durr explained that some may never see completion since they are projects that are ongoing (i.e. JPAMS). Dr. Dawkins added that staff is constantly adding projects as it moves forward and while some, such as bus transportation, may be complete by the opening of school, there are others being added. Mr. Rachal asked if what was presented is actually what the staff works from, and the superintendent responded that is correct. Mr. Rachal stated his belief that with the technology in place, this information could be placed in folders and readily available to members of the board on the web site so they can follow the process. Dr. Dawkins stated that is not a problem; however, staff is continuing to work on the details.

**ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 16, 2011
CPSB MEETING**

Superintendent Dawkins highlighted proposed items for the board's consideration at the August 16, 2011 CPSB meeting and the following discussion ensued.

Bids (Purchasing). Dr. Dawkins noted that the office furniture catalog bid will be less than what is seen since excess furniture in schools being closed will be used first before purchasing additional furniture. He also noted there are no construction bids this month and Mr. White and his staff are working diligently to make sure all schools are ready for the opening of school on August 18th. Mrs. Armstrong stated she wants to make sure we are watching spending in this area since we are in a spending crisis. Mrs. Crawford asked if this is why Youree Drive is not getting new cafeteria furniture? Dr. Dawkins explained that he talked with the principal at Youree Drive and the Food Service Director and some of the furniture will be allocated from the closed schools before any furniture is ordered. Mrs. Crawley asked that the board receive an itemized list of items included in this and who will receive them? Mr. Rachal asked for clarification and if this amount is in addition to what was previously budgeted? Mr. Graham explained it is in addition and is a catalog bid sheet in the event we order furniture. Mrs. Crawford asked about the charge for printing services and if it included all the many fliers from the different departments and asked if it is possible for these items to be emailed to the board? Mr. Graham explained this is bulk printing projects for the school board, i.e. large mailouts to the parents and individuals; and at this time, nothing is planned. Mr. Abrams clarified that in this type bid, the board previously budgeted \$100,000 for the items listed and with a catalog bid, the board is authorizing staff to purchase directly from the list and not come back to the board each time.

Begin the Process for Renaming the New Wing at Shreve Island for Kerry Laster. Dr. Dawkins explained it is his understanding that this process includes the need for Legislative approval. Mrs. Crawford explained that this request came from the Shreve Island PTA since Kerry Laster served as the principal for many years and helped build the program at Shreve Island. Mr. Abrams explained that someone will need to get a Legislator to sponsor legislation for this request and Mrs. Crawford responded that she will, but the Legislature is not in session at this time. Dr. Dawkins stated that Steve White is prepared to help follow through with this request.

Year of the Healthy Child Proclamation. Mrs. Bell asked for clarification. Mrs. Turner explained that staff is working with the community partners regarding activities that will be in the best interest for students physical health. She added that while a number of the partners are already engaged in activities, we are attempting to do a better job of coordinating the activities so we can increase the number of activities available for the students. These activities include nutritional, as well as physical fitness, well being and mental health. Mrs. Bell asked if this is similar to the activities at Oak Park? Mrs. Turner explained that those activities will be incorporated into the school's additional activities because schools will do individual activities at the school and this is a district-wide effort. Mrs. Bell asked what schools will participate? Mrs. Turner said all the schools will have the opportunity to participate.

NCLB/IDEA Combined Grant. Superintendent Dawkins explained that this item provides a breakdown of the Federal dollars the district receives under Title I, Title II, Title III, and Part B IDEA. Mrs. Crawley asked when the grant was submitted did it look like what the board received or was it an itemized form? Mrs. Parker explained that it is similar and it is filed electronically. She further explained that she takes all the budgets and pulls them together for totals in the eGrant form. Mrs. Crawley asked if staff could break it down further since she does not understand what is being done with this. She asked if any of the funds will be used to reduce class size? Mrs. Parker said it will and the amount in salaries is for teachers in preK and to reduce class size. Mrs. Crawley asked how does staff know where the monies are going? Mrs. Parker explained that everything the schools do with this money is the principals' choice after

looking at the needs at their school. Mrs. Crawley asked if there are 40 students in a classroom, would the school split the class and this would pay for an additional teacher? Mrs. Parker responded that it depends on the area and this is Title I money and each school looks at all their programs and determines how they wish to use their allotment. Mrs. Parker added that to answer in detail she would need to look back at each school's budget. Mrs. Crawley asked if Mrs. Parker knows how much each school will be allotted? Mrs. Parker said she is only presenting this grant in the form that she has always brought it to the board; however, she will be glad to provide any additional information the board may want. Mrs. Crawley clarified that the budget input comes from the principals, and Mrs. Parker said it is not just the principals, but input is received from teachers, staff members and parents. Mrs. Parker also explained the amount for stipends and tutoring, with tutoring being for those teachers who may be in an extended-day schedule. Mrs. Parker also stated that we are required by law to put 10% aside for the highly qualified status. Mrs. Crawley asked if each school indicated they needed a copy machine, for example? Mrs. Parker said that is correct and most of the Title I schools are leasing copiers. Mrs. Crawley asked about the telephone for the Homeless Program? Mrs. Parker explained that we are required by law to reserve monies for this program and some of the things the Homeless Program pays for out of their budget are telephones for staff. Mrs. Crawley said she only wants to understand what she will be voting on, and asked the amount for out-of-state travel? Mrs. Parker explained that it is for principals, staff and sometimes parents to attend out-of-state conferences. Mrs. Crawley asked if these are already lined up? Mrs. Parker explained that some money has been budgeted and some have submitted the conferences they wish to attend, and sometimes they do not travel, but indicate up front. Mrs. Crawley asked about if the consultants are secured and where are they from? Mrs. Parker responded that one is in parental involvement that was scheduled for the back-to-school parent meeting and the National Network for the Partnership of Schools will come in and work with Caddo schools. Mrs. Crawley asked if the schools work together on this? Mrs. Parker said there are instances where schools pool their money to bring in a consultant. Mrs. Crawley asked that Mrs. Parker provide her with additional information, such as the individual budgets presented. Mrs. Crawley asked Mrs. Parker to explain how is the amount of money to each school determined? Mrs. Parker explained that it is based on the number of students on free and reduced lunch at the site and the eGrant determines the per pupil amount, and this amount is multiplied by the number of students on free and reduced lunch at that site.

Mr. Rachal said he believes he is seeing combinations of things that do not seem to combine well when he is looking at the budget. Mrs. Parker clarified that the series of numbers and what is included in each category is given to us by the state and we must follow their budgeting process. Mr. Rachal asked if in going through this, where is the information coming from to plug into this document? Mrs. Parker again stated she receives the information from the schools' and staffs' budgets, and she could print out the eGrant page to show more of the actual budget. Mr. Rachal highlighted the amount for salaries and benefits and the confusion in having some of the items categorized as they are. Mr. Rachal asked if we are hiring additional staff above the staffing formula with these dollars and Mrs. Parker responded that is correct. He added he believes this is very broad and because the economic times are not the same as they used to be, he would like to receive more detailed information. Mrs. Parker added that this is a supplemental program and is added to the regular education program and referenced a section where she further itemized the budgeted amounts, providing as much information as she thought the board might want. She said she will provide a copy of the additional summary information per school. Mr. Rachal stated that he doesn't know if he needs the details from each school, but would like to see the amount submitted by each school in their budgets. Mr. Rachal asked for clarification of the amount listed under 900 and Mrs. Parker explained that this amount is budgeted to go into the General Fund Budget (\$1.2 million), and it is determined by taking the amounts in categories 100 through 600 and multiplying it by the indirect cost percentage. Mr. Rachal asked if this amount is already included in the General Fund Budget and Mrs. Parker answered in the affirmative. Mr. Rachal stated his confusion in why things are grouped the way they are in this

budget format. Mr. Lee explained that there is a guide from the state that tells us what the account numbers are and what goes into each category. Mr. Lee said we must also convert figures from our budget to the state's format when reporting to the state.

Ms. Seamster asked for clarification and that this is a routine annual process, and Mrs. Parker responded it is.

Ms. Trammel asked Mrs. Parker to clarify that the money in this fund can only be used for what it is designated. Mrs. Parker responded that is correct and as required by law. Ms. Trammel asked if this budget can be changed or can the money be reallocated? Mrs. Parker stated that the money has been given to the schools to use for their needs and she, Mrs. Turner and the school directors have the job to look at what they are doing with their allotment and approve or disapprove the activities. Ms. Trammel stated she is hearing from the discussion, can we do something different, and if we can't, she does not understand what all the discussion is about. Dr. Dawkins stated that the laws say what you can do with the money and revisions within the laws and guidelines can be made by the principals. She added that if there is something the board can do, she would like for staff to let them know.

Mrs. Bell stated she will not reject any money that will help the children and we cannot write the law, so if we desire changes, we need to contact officials in Washington to work on this. She asked Mrs. Parker if these are new jobs that we can possibly fill with those laid off? Mrs. Parker stated these positions are already filled. Mrs. Bell said if any of these jobs are vacant due to retirement, etc. , she would encourage filling them with those who were laid off.

Mrs. Crawford asked if she understands correctly that this money is what is in the big budget presented by staff or is it new money? Mr. Lee explained that the big budget presented was staff's estimate and this is the final allocation and not additional money. Mrs. Crawford asked about the extra travel money we received for Title I and if this is accounted, and Mr. Lee answered that was for Choice schools. Mr. Lee added that at some point when we have a better number of Choice students, we will request Title I to reimburse General Fund for those transportation costs.

Mrs. Crawley said the reason she asked for this information is because the board votes on it, it makes the board responsible. She said if one of her schools has 40 students in a class and turned in a list for no teachers, this is a question she would ask. Mrs. Crawley asked Mrs. Parker if principals were aware at the time they submitted their budgets that the pupil teacher ratio would change? Mrs. Parker said this money can only be spent in the Core areas in the 2nd grade, and most of the teachers are preK and others are for reducing the pupil teacher ratio in classes of English, Language Arts, Science and Social Studies. She said there are also those, i.e. interventionists, that are being used as support personnel. Mrs. Parker further stated that it is the principals that have made the decision on how they want to spend their allotments, and she is attempting to give the board as indepth as possible an idea of how this \$18 million is being spent in Caddo schools. If principals at some point want or need to do a budget revision to use the money somewhere other than originally submitted, they are allowed to do so. Mrs. Crawley asked if they knew we would change the pupil teacher ratio, had the board already voted on this before the principals submitted their needs? Mrs. Parker said they submitted their budget the first week in June. Mrs. Crawley asked if there were major changes from last year? Mrs. Parker said there were not because there are basic things that they can spend the money on, and this is supplementing the regular education program. Mrs. Crawley said she understands, but her question is now that we have changed the pupil teacher ratio, and the principals listed they wanted a consultant; can they change and add a teacher in place of a field trip, for example, if they have a class with 35 students? Mrs. Parker explained that is General Fund . Mrs. Crawley asked Mrs. Parker to explain the difference in the 24 teachers and are they not paid from the General Fund? Mrs. Parker said because they are paid by Title I funds and are used to

supplement the program in their school; if a classroom is overcrowded and the teacher is paid from the General Fund, it cannot be used for that. Mrs. Crawley said we are only talking about Title I schools and it is all Title I, free and reduced lunch children.

Mr. Abrams explained that the issue is if you want to reduce from 23 to 22 in a class, you could use it because you are improving and supplementing what you have; but because the General Fund had a shortfall, you increased the pupil teacher ratio and Federal Funds cannot be used to bring it back down. That is supplanting versus supplementing. Mrs. Crawley said she doesn't understand because aren't they saying they want it to be better than what we can supply them with? Mr. Abrams said it is not better, and it would have been better had it been left the way it was and then decide to cut the number; however, when the board increased the pupil teacher ratio due to the shortfall, it cannot use Federal dollars to bring it back down.

Mrs. Parker attempted to explain how a principal might determine needs at his school, i.e. the principal looks at test scores and the 3rd graders were weak in Language Arts, so he or she might take their Title I money and have additional 4th grade classes with activities to target those weak areas. Dr. Dawkins also asked that it be kept in mind that principals plan year to year and they know what their needs are before June. Mrs. Crawley said she is looking at the number of students in a classroom and she is concerned it will be worse this year. Dr. Dawkins stated that staff has heard the concerns expressed about the numbers and, even though some of those numbers mentioned have been disputed by principals, staff will be monitoring them closely. Mrs. Crawley also asked why we do pay for students to be tutored at Evangel? Mrs. Parker said the law says we have to offer the opportunity to participate and receive funds to our state-approved private schools and we must meet with them about the services available through Federal funds and they decide if they want to participate. There are two private schools in Caddo who have chosen to participate, Evangel and St. John's. Mrs. Crawley asked if they cannot write their own grant? Mrs. Parker responded they can; however, they must go through more in the process than public schools. She added it is because the students come from all across the parish, and it is based on the number of students receiving free and reduced lunch, those living in a Title I attendance area, and students that are at-risk for failure. Mrs. Crawley stated she would like to receive budgets for the schools in her district.

Mrs. Armstrong asked for an explanation of the indirect cost in Category 900 paid to the General Fund and if it is dog-eared money or is it for specific purposes? Mr. Lee explained it goes into the General Fund for operations; however, there are certain things that must be paid to offset the cost for bookkeepers at Central Office that work for Title I, Special Education, and use of the Information Technology systems, etc. Mrs. Armstrong said she would like a copy of Summerfield's budget.

Mr. Rachal said he is looking for best choices and asked about the installation charge for a Smartboard under Item 400 and compared it to the large amount in Category 500 for traveling? He asked if the schools feel like traveling is more important than Smartboards? Dr. Dawkins stated that all the schools have individual needs, and in looking at the needs of the schools, it is the principals that are best able to determine those needs. He added there are specialized needs in some of the schools, and principals and teachers get specialized training at some of these conferences and in most cases he believes it is beneficial. He stated some are getting training via on-line, Distance Learning, and local conferences; however, they cannot get all they need here and there is some benefit to giving Best Practices to those who have shown success, and there has been very little abuse of these funds from the staff. Mr. Rachal said he is not questioning whether or not the conferences are beneficial, but his question is whether or not it is the best choice; as he does not see teachers saying rather than having Smartboards in their classroom, they would choose to attend a conference. Dr. Dawkins stated that principals and teachers are making decisions to some of all of that – getting Smartboards, computers, making choices to secure a lot of resources through grants such as this. He reminded the board that some schools

have more technology than others, which gets back to needs and the principal making the decision as to what is best for their school. Mr. Rachal asked if the principals and staffs at schools provide their requests and it is then presented to the school director, then the Chief Academic Officer and then the Superintendent? Mrs. Parker explained that once the allocations are determined, she meets with the principals to give it to them, explains changes at the state, what is allowed and what is not, and gives them a timeline for returning their information. She said at that point the principals meet with their administrative teams (to include teachers and parents) to discuss how these monies will be spent at their schools. Once this happens, budgets are received and the bookkeeper consolidates them, being reviewed by herself, and this is submitted to the eGrant. Mr. Rachal said he would like the schools' requests as well as the allocation to each school. Mrs. Parker explained that when she forwards the schools' budgets to the board, the bottom line is the allocation amount. Mr. Rachal asked about the deadline for the board to approve. Mrs. Parker stated she will get these to the board next week and further explained this is a formality bringing it to the board and making them aware of how these Federal funds will be spent. She also explained that the large amount in travel includes \$1.8 million for School Choice travel.

Mr. Hooks stated the board can rest assured that Mrs. Parker will monitor these funds and these funds will not be wasted. He asked Dr. Dawkins how much the district receives from the ad valorem tax? Mr. Lee responded in the neighborhood of \$70-\$80 million. Mr. Hooks asked how is this money allocated? Mr. Lee said it goes to the operation of the district as a whole for items such as utilities and other various operation expenditures.

Mrs. Seamster asked for the budget information for Hamilton Terrace and the Academic Recovery Center. She also asked if once the principals designate how they wish to spend their allocation, if they do not use it in one category, can it be transferred to another category? Mrs. Parker said it can be done, but staff must submit a form.

Mr. Ramsey asked Mrs. Parker what the student allocation is in this particular grant? Mrs. Parker responded it is \$539 per child times the number of students at that site on free and reduced lunch. Mr. Ramsey asked what will happen if the dollars are not spent? Mrs. Parker said it will go into the carryover fund; however, they try to get the principals to spend their money since we are only allowed to carry over 15% and if she goes over this, she must request a waiver. Also, since she can only request a waiver every three years, if she doesn't spend the money, she must send it back to the State, which she has never done. Mr. Ramsey asked if Mrs. Parker maintains an inventory of computers, etc.? Mrs. Parker said she does and this is the Inventory Clerk's responsibility. Mr. Ramsey verified that all this information is periodically reviewed in audits and Mrs. Parker said it is. Regarding the timeline, Mr. Ramsey asked what will happen if the board does not approve it on August 16th? Mrs. Parker said it will not have any effect; and if the board does not approve it on the 16th, they can bring it back next month. Mr. Ramsey asked what is the latest that revisions can be submitted, and Mrs. Parker responded February. Miss Green asked Mrs. Parker about the liability insurance at Pine Grove? Mrs. Parker responded that they pay for the insurance on the equipment in the schools. Miss Green asked if the students at Pine Grove have the opportunity to attend all the field trips? Mrs. Parker said it is not only Pine Grove, but it is parishwide and is what all the schools put in their budgets.

Mrs. Bell echoed Mr. Hooks' comments about Mrs. Parker and referenced the list provided. She shared with the board that if we don't move forward with this and provide the students with these needs, Caddo is going to be the laughing stock of the state. She said we have teachers still writing with chalk on green chalkboards and the new Smartboards need to be available for all Caddo students. Mrs. Bell stated the board needs to stop micromanaging the schools and trust the principal of the school when they list the needs at their individual schools.

Mrs. Crawley asked Mrs. Parker how she determined the amount of funds for the staff and non teachers? Mrs. Parker explained that this amount is included in the set asides in their budgets. She further explained that staff is required by law to set aside a certain amount in certain areas before any money is given to the schools. Mrs. Crawley asked where is the set aside and Mrs. Parker said that is information the board does not have. Mrs. Parker also explained that in certain set asides, staff is required by law to set aside a certain percentage, i.e. transportation for School Choice, parental involvement, etc. Mrs. Crawley said she is only trying to be an educated board member.

Mrs. Seamster asked Mrs. Parker on what fiscal year period does the school district operate? Mrs. Parker responded July 1 through June 30; and the fiscal year for Title I will end on September 30th.

Caddo Parish Disproportionality Corrective Action Plan. The superintendent explained that the corrective action plan is required by the state; and having filed this previously, it identifies the area where there is disproportional representation of groups of students, i.e. special education and this corrective action plan addresses those issues.

2011-2012 Caddo Parish Pupil Progression Plan Revisions. Dr. Dawkins reported this is an annual process to address needed changes in the district's Pupil Progression Plan as per state requirements. Mrs. Crawley asked the superintendent if the grade point scale is changing? Rosemary Woodard responded it is and that it is going to a uniform grading scale approved by BESE, returning to the seven-point scale. She said the local option allows for us to keep the 10-point scale for Enriched, Honors, Advanced Placement, International Baccalaureate and Gifted classes. Mrs. Crawley said she doesn't believe BESE understands the grading scale.

Mrs. Crawford asked if Caddo will be doing the 10-point scale? Mrs. Woodard explained that staff's recommendation is the 10-point scale for these classes because of the end result for students under the 10-point scale. In discussing this matter, Mrs. Woodard stated that the Parent Review Committee, as well as the Superintendent's Committee, both believe it is a good idea. Mrs. Crawford asked if BESE provided a rationale for changing the grading scale, and Mrs. Woodard said since they were raising the bar for the 75 cut-off, they believe raising the bar with the grading scale was also the way to go.

Mr. Rachal stated that we went through this two years ago when we were uniform with the 10-point scale and he doesn't believe BESE represented the Caddo Board in this decision, and that the Caddo Board should have been contacted. He said he feels like BESE needs to know they have now crippled Caddo students in competition across the country as universities and colleges are looking at GPAs. He also asked if a student is in Dual Enrollment classes and makes a 92, how does it show up on the college transcript? Mrs. Woodard explained that in the past with the seven-point scale, it was a B; however someone in the same class would get an A, and is why staff recommends that enriched courses be on a 10-point scale so they are equitable with other college students. Mrs. Woodard also reported she believes the uniform grading scale was a result of Legislative Action.

Mr. Rachal stated he wishes Legislators and BESE members would attend a meeting and see the faces of those whose lives this is affecting. He also asked staff to provide him with the BESE vote on this matter.

Mr. Abrams stated Act 60 was passed during the last Legislative Session and basically deals with athletics and that everyone participating must have at least a C average and this is uniform throughout the state.

Mrs. Bell said that whenever we decide to make this into law, every school and every teacher should be informed that BESE has made the change and we are only following the new law. She really wants the principals to make sure the teachers understand who made this change. Mrs. Woodard noted that the information presented reflects the state mandated criteria in one color (green) and the local option is in blue. Changes submitted to the school will indicate this and the pages on which changes appear. Mrs. Bell said she knows every parent will not get this information and she wants the teachers to understand so they can relay this information to their parents.

Mr. Hooks stated his concern for the AU schools and how this will hurt them. He added he has said since being on the board that those in Baton Rouge are looking to change all these schools into charter schools and in a few years he does not believe there will be a Caddo Parish School Board.

Mrs. Crawley said it is really not BESE, but it is our Senators and Representatives, so as a public outcry that in order to have a standardized grade you would have to have the same teacher teach every child and give every child the same test. Mrs. Crawley added that the public needs to get the Legislation and get this changed and take it off the law books.

Revision to CPSB Travel Policy(ies). Mrs. Bell highlighted revisions to the board's travel policies stating how many conferences a board member may attend during a calendar year and encouraged board members to support it on August 16th.

Miss Green asked Mrs. Bell if her motion is stating that four board members can attend the National Conference and two will attend other out of state conferences. Miss Green asked if it will be handled so that the first four (or two) to sign up will be the ones to attend? Miss Green stated she believes the board understands the financial situation the district is in; and asked if Mrs. Bell would consider amending her agenda item to reflect that the board members can attend a certain number of conferences (two) a year and put a limit on it.

Mr. Ramsey stated that in order to look at and evaluate this policy revision, he would like to get information on the last three years and how many board members attended each conference. He added if there is a problem, he understands Miss Green's comments, but as long as the motion remains as it is, he cannot vote for it. He believes out of state travel limited to one trip is ample because there is so much information via the Internet. He did state his agreement with the timing to do something with the board's out-of-state travel. Mr. Ramsey said if the board is going to restrict staff travel and really look at them, it needs to put itself under the microscope.

Mrs. Bell stated that she is looking at this because she feels if we can limit staff and teachers, the board should do the same thing. She also asked Mr. Ramsey to clarify what he is asking and that he would like to see board members choosing one out of state trip. Mrs. Bell said she will consider the input shared by board members.

Mrs. Crawley said she is in agreement with looking at this, but with this policy the same board member could go on four out-of-state trips and she doesn't believe this to be the best way to address limiting travel. She also shared the importance of board members networking with other board members from across the country about their districts. Mrs. Bell said she believes this will cut the board's travel considerably.

Ms. Seamster asked staff to explain how board travel is handled? Mr. Lee responded that the board's secretary schedules needed reservations (registration, airline, hotel) for in and out-of-state travel using the board's travel card. Upon return, reimbursement for meals and other incidentals is received by completing a travel form for reimbursement of personal expenses.

Ms. Trammel noted the need for changes to this policy since the last revisions were in 1985; however, she said she believes if Mrs. Bell would adjust to say that travel is limited to one and no more than two in the event no one is traveling to a specific conference.

Mrs. Bell stated she likes the input from board members and will get with the board's attorney to further discuss. She also stated she would like to get information from Mr. Lee on board costs for out-of-state travel. Miss Green expressed appreciation for Mrs. Bell cooperating and being open to input from the board. Miss Green also mentioned that she never said one trip, but believes two should be the max.

Mr. Ramsey reiterated that he hopes any comments referencing the board president will be removed.

Mr. Riall also stated that the board also has the option to pay for a trip personally if a board member wishes to go.

Occupational and Physical Therapists. Mr. Rachal requested this item to be on the agenda and he will bring supporting information on this item that goes back to the pay schedule and some of the changes implemented.

Superintendent's Report. Dr. Dawkins announced he will bring a report on a schedule for the review of Caddo Parish policies.

ADDITIONS

Continue Incentives for AU Teachers Moved for Overstaffing or School Closure. Mrs. Crawford stated that the board voted on a motion at the last meeting and it failed. Mr. Hooks said it is the same motion, but he has the information this time and will have it to the board prior to the board meeting. Mrs. Bell asked if he is referencing the incentives for teachers that were receiving them and were moved to schools that are not receiving incentives. Mr. Hooks said this is for the teachers that were at the AU schools and were involuntarily moved because of overstaffing or school closures and are no longer receiving incentives promised them for three years when they agreed to move to one of the AU schools. Mrs. Bell asked if Mr. Hooks is asking that the district pay the teachers moved for whatever reason to another non AU school, because these teachers had extended school days and school year and this will not be true at a non-AU school. Mrs. Bell said we are not in the business of addressing personnel and she believes this is micromanaging. Mr. Hooks said these are the ones that made a commitment with the Caddo Parish School Board, and whether it was written or verbal, it was a commitment if they stayed at the school for three years. He added if they left because of overstaffing or school closure, this was no fault of theirs and he feels like we should honor that commitment. Mrs. Bell said she does not believe this to be true and that after talking to some of the teachers and learning that they did not sign a contract, she doesn't believe we can justify a teacher getting incentives when they are now following the guidelines at a non-AU school. Mr. Hooks said he understands what Mrs. Bell is saying; however, these people based their livelihood on these three year commitments and he believes we should honor that since they were relocated because of overstaffing or the school closing. Mrs. Bell asked how will we pay this when it was not a contract. Mr. Hooks said they signed a piece of paper saying they would stay for three years and this is an agreement. Mr. Rachal called for a point of order as this is to be a question and answer time on the agenda and not a debate. Mrs. Bell said she would like to see the piece of paper and restated the board should not micromanage personnel or a principal. Mr. Riall stated that additional information, the financial impact, will be provided prior to the next board meeting and the board can debate it at that time. Mr. Abrams added that the amount for every teacher needs to be calculated, because when you give incentives to those who are not doing anything extra,

you will have the same issue to address. Superintendent Dawkins stated that staff has identified all the staff over the past two-year period.

Ms. Trammel asked if the people we are talking about for the school year 2010-11 were paid and we are now talking about the projection for the 2011-12 school year? She also asked how will the school system benefit from this projection since the district is in a financial crisis? Mr. Hooks explained that he has asked the superintendent to share these figures with him. Dr. Dawkins stated that staff has some preliminary figures. Ms. Trammel stated that several have referenced agreements signed by these teachers and if this document is not in their personnel folders, how can we believe something that we cannot see a copy? She asked if it is not in their personnel folders, is it possible for it to be filed somewhere else, and she was told the principals had them. Ms. Trammel asked if anyone has asked the principals for copies? Dr. Dawkins responded there is no district contract.

Mrs. Crawley stated that two years ago the teachers at Woodlawn signed an agreement and turned it in after a Monday faculty meeting. She added she will get a list of the schools affected, and asked Mr. Hooks about the second part of his request on incentive pay for staff attendance? Mr. Hooks shared a copy of an incentive plan that included \$500 for attendance the last school year. Mrs. Crawley asked the superintendent to clarify this. Mr. Lee explained that Information Technology is running the reports to provide the number of teachers that missed fewer than the allowed days to receive this incentive and the checks should be run next week. Mr. Hooks asked why is it so late this year? Mr. Lee said it was paid in late July or early August last year. Mrs. Crawley asked what the criteria is for receiving this incentive? Mr. Lee said he believes a teacher can't miss more than five days. Mr. Hooks stated he will pull this from the agenda based on Mr. Lee's response. Mrs. Bell said she understands there are some teachers at the AU schools that missed from 50 to 81 days and she believes if you are getting extra money for attendance, that should be easy. The teachers at these schools are there to help these students succeed and move forward.

Mrs. Armstrong stated that she knows Dr. Dawkins has been working on the SunGard system and asked him where he is in the process. Dr. Dawkins responded that he is putting together a summary following a meeting that he and staff had with SunGard officials.

Mrs. Crawley stated that she would like to add an item to the agenda to appeal the implementation of the new grading scale. She asked if the board should do a resolution requesting the Legislature to change this? After discussion, Mrs. Crawley stated she will wait on bringing an item for action, but she believes at some point the board should protest this action.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

Mr. Riall stated that the following items will be the consent agenda: Items 8.01-8.02 and 8.04-8.05. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for the August 16, 2011 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jon Glover, employee, stated that she emailed the board members on July 27th regarding the AU schools and the little or no improvement over the past seven years. She stated she doesn't understand and asked what are we telling the students and parents why we are still dealing with these same issues? Understanding the criteria when scoring these schools, she asks why these schools are the ones that continue to fall below standards? She believes there should be an explanation for this travesty to continue and asked that someone please address it. Ms. Glover stated that we can no longer sit by and watch the destruction of these students and asked that whatever is being afforded to all the other schools not on the list be afforded to these schools.

She said resources should be exercised equally or they will continue to voice these concerns. Ms. Glover also stated that when the attention is averted to balancing the budget that is still not balanced, we are overlooking the real reason we are in business, and that is to make sure that every student in Caddo Parish receives the best educational opportunities possible. At this time, she doesn't believe this is the case and she would like to know what the board's plan is to eliminate the problem?

Ginger Marks, teacher, shared with the board lists she has compiled from information received from Attorney John Settle on all out-of-state travel for last year. Mrs. Marks reminded the board of the many teachers that appeared before the board telling them about the huge classes they had but the board did not believe them. She said JPAMS will show different. Mrs. Marks shared that Mr. Settle thought the state max was 29 students in a class, so he asked for classes with more than 30 students. From the information he received, Walnut Hill has seven math classes with 31 students in 5th grade, the same for English/ Language Arts. She also stated that Werner Park has two classes, one with 35 students and one with 36, and asked if the board does not believe JPAMS? She said the principals can say whatever they want to say and asked the board if it really believes that teachers had input into the special education and Title I budgets. She said she does not believe a teacher would approve of sending a retired return-to-work retiree to Chicago over getting money for a Smartboard? She asked the board to believe their teachers.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the AU issue and noted the board's policies on Reduction in Force, and specifically the policy GCPA-R which states how positions are to be reduced. She said she believes for some reason principals are being told that all deals are off the table and they can remove anyone they choose and noted a situation whereby a teacher with many more years of seniority over another one was moved by the principal of an AU school. She reminded the board that this is a violation of board policy. She also said that principals are just principals, and some are good managers in all aspects and some are not. Mrs. Lansdale shared with the board some of the decisions being made by principals and asked that the board hold people accountable for behaviors.

Gae Graham addressed the board's conversation regarding Title I schools and their budgets. She told the board that a Smartboard costs \$5,270 for a full set up, and she knows this because Eden Gardens has 11 Smartboards and they need 13 more so every classroom has one and these were not purchased with state, parish or Title I funds, but with funds from the PTA, the parents at Eden Gardens, fund raisers, and businesses. She said Title I schools are very lucky to have the funds given to them for Smartboards and other advanced technology, but she doesn't understand why some of the Smartboards are still in boxes in hallways. Her point is to not make light of the hard work that non Title I schools are doing in order to provide their teachers with the latest in technology.

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

August 16, 2011

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 16, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and Pledge of Allegiance.

President Priest recognized and wished Board member Dottie Bell a Happy Birthday.

CONSIDERATION OF THE MINUTES OF THE JULY 12, 2011, JULY 19, 2011, JULY 26, 2011, AUGUST 1, 2011 AND AUGUST 2, 2011 CPBS MEETINGS

Mr. Riall moved, seconded by Mr. Ramsey, approval of the minutes of the July 12, 2011, July 19, 2011, July 26, 2011, August 1, 2011 and August 2, 2011 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Tricia Grayson, director of communications and marketing, shared the district's gratefulness to community partners for their generous support and recognized Charlotta Nordyke from the Rotary Club of Shreveport, who has donated \$5,000 from their annual Dragon Boat Festival. Ms. Nordyke stated that the Rotary Club will soon celebrate its 100th year, and announced that the Rotary Club will sponsor the 3rd Annual Dragon Boat Festival on September 10 with the proceeds being given to non-profits in the community. She also expressed the Rotary Club's appreciation for the opportunity to reinvest in Caddo Parish Public Schools.

Public Hearing for Renaming the Professional Development Center the Wanda L. Gunn Professional Development Center. President Priest declared the public hearing open for renaming the Professional Development Center the Wanda L. Gunn Professional Development Center. There being no speakers, Ms. Priest declared the public hearing closed.

VISITORS

Jon Glover, employee, asked if it is a rumor that Caddo has 19 AU schools; and knowing that it is not, she asked what attention has been given to alleviate these 19 schools from being on the AU list? She said it is evident that nothing is being done since the board opted to consolidate AU schools with other AU schools; and asked if the board did not perceive a change would be imminent and direct staff to take necessary steps? She asked if the board expects changes to be limited and the schools will not have an increase in their scores? She questioned if the board honestly believes something positive will come from the board doing business as usual and that the problem will only magnify. She stated that everyone is cognizant that test scores will not increase because the board has systematically engaged in acts that will not afford change, destroying students and particularly those in the inner city. Ms. Glover asked who is responsible for these actions. She believes some much needed and necessary changes need to be addressed, i.e. moving administrators and teachers from non AU schools to AU schools and hopefully gain insight into what is causing a continuous decline in the test scores for the AU schools. She added there is not time to deal with positive opposition, but if the board is truly for the education of all students in Caddo and those qualified and willing to go to whatever school they are assigned, they will no longer sit idly by and watch the destruction of Caddo's children. If it is not of essence to the board, then she asked if it is possible that changes are truly eminent. She implored the board to look at the position and make the needed changes.

Nancy Nix, teacher at Caddo Middle Magnet, implored the board to look at the new grading scale given by BESE and expect the higher level students to achieve at the higher level. She said it doesn't make sense to ask the higher level student to make a 90 yet ask students that struggle more to make a 93. Ms. Nix stated her belief that gifted students need to be held accountable and were until the grading scale was changed. She asked that the board place all the students on the same grading scale. Ms. Nix also encouraged the board's support of the superintendent's recommendation for the new principal at Caddo Middle Magnet.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that in her position with the Federation she is called to do a lot of things; but the things she loves the most are The Most Improved Student Celebration and the New Teacher Inservice. She said that both of these afford her to witness possibilities and opportunities as well as challenge her to think what can be done to make it better. Mrs. Lansdale added she believes we can be instrumental in helping these further their dreams to become teachers; and referenced information on new teachers in 2008, 2009, 2010, and 2011 and the Federation's service of offering Caddo Fed After Hours New Teacher Academy. This academy offers sessions designed specific to the needs of new teachers and she shared a copy of the first session on September 10th and additional planned sessions. Mrs. Lansdale also stated that they are studying fourth year teachers and when they verify the status of these, the Federation will plan a celebration for gaining tenure, and reminded the board that tenure is not awarded by the state, but is district by district. She invited the board and administration to be a part of this celebration. Mrs. Lansdale also reminded the board and superintendent that it is no secret that Caddo has lost its competitive edge when it comes to salaries; and that it is now more important than ever that the district becomes second to none in providing a supportive and appreciative work environment. She encouraged everyone to be realistic and not beat up the new teachers who do not perform at the same level as a veteran teacher, but listen and monitor them and what they have to say, invest in them in the present to assure the very best in the future. The students deserve this. She also stated that she looks forward to Hop on the Bus the first day of school and thanked the superintendent for inviting the Federation and the opportunity to meet with the Superintendent's Advisory Committee.

Daryl Roberson, Caddo Association of Educators, expressed appreciation to the staff for the tremendous job in hiring new teachers. He noted the new school year will be met with many changes and expressed his concern on what continues to be what's best for children and employees. He referenced employees returning today to different buildings in new positions including the biggest and alarming change of 7-12 grade schools and parents fearing their middle school students on the same campus with high school students. He said he looks forward to May and to the results he hopes he will see.

Shannon Fortenberry, 9th and 10th grade counselor, addressed the board on the proposed change in the grading scale and how difficult it is to tell students that are in the enriched type courses they only have to make a 90 to get an A yet students that struggle must make a 93 to get an A. She stated that when the grading scale has changed, student apathy is seen as well as how it affects students' GPA for college. Ms. Fortenberry encouraged the board to have the same grading scale for all students. She also encouraged the board to support the superintendent's recommendation for the principal at Caddo Middle Magnet.

Virginia Marks, teacher, shared with the board that she received a very nice tote bag as part of a giveaway to over 100 teachers and it was full of various school supplies which she does not need. She said her embarrassment and the specter of micro-managing has reared its ugly head to the Caddo Parish School Board. She said employees of the system have been told they cannot second guess the staff on the small details as this is micromanaging. She said she questions the giving of unneeded supplies that have not been requested when we are in a financial crises. Mrs. Marks also referenced the new soap dispensers in the schools that are embossed with the CPSB

logo, and asked what was wrong with the other soap dispensers? Mrs. Marks presented the supplies she received to the board member in her district and asked her to share them with someone who needs them.

Leeann Anglin addressed the board on the proposed grading scale and why the Pupil Appraisal Committee's recommendation was not accepted, which she asked the board to do. Mrs. Anglin shared with the board that her child is in Gateway and because this child is active in sports, does not get home until sometimes 10:30-11:00 at night, and sometimes works on homework until 1:00 a.m. She stated that parents have had it with overworking the students and she is offended that counselors would think these students would "sit back" if they only had to get a 90 to get an A. She said these students work hard to be successful; and the issue is not the students, but it is the grading scale and what the state is requiring. Mrs. Anglin encouraged the board to support the committee's recommendation to keep the grading scale at 90-100 for these students.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration. He asked that the recommendation for Director of Purchasing be postponed, as well as the NCLB/IDEA Combined Grant. Ms. Priest announced that Mr. Hooks requested that his item "Continue Incentives for AU Teachers Moved for Overstaffing and School Closures" be pulled, and Mr. Rachal asked that Occupational Therapists and Physical Therapists be postponed. Mr. Hooks explained he is pulling his item because of his concern about the teachers/employees affected this year; and after conversation with the Board's attorney, he understands there could be some legal problems. Mr. Rachal stated he is waiting on additional information and will bring this item back to the Board at a later date.

President Priest announced that Items 6.01 (minus Director of Purchasing), 6.02, 6.03, 7.01, 8.01-8.02, 8.04-8.05, and 13.01-13.02 are the Consent Agenda. *Mr. Riall moved, seconded by Mr. Hooks, that the agenda and the proposed consent agenda for the August 16, 2011 CPSB meeting be approved as presented. Vote on the motion carried unanimously* and the following is a summary of the board's actions on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendations, with the exception of Purchasing Director, as submitted by the superintendent in the mailout.

6.02 Requests for Leaves. The board approved the following requests for leaves as recommended by staff and submitted in the mailout.

Certified

Leave Without Pay, August 16, 2011-May 31, 2012

Bebe Ezelle, Teacher, Barret Paideia, 5 years

Lindsey Blackshear, Teacher, Summerfield Elementary, 5 years

Catastrophic Leave, August 26, 2011 – October 7, 2011

Cindy Green, Teacher, Broadmoor Middle, 10 years

Rescind Sabbatical Leave, Fall Semester 2011 and Spring 2012 approved May 17, 2011

Megan Colvin

Classified

Leave Without Pay, August 4, 2011 – August 1, 2012

Juanita Hindsman, Library Clerk, Southern Hills, 12 years

Leave Without Pay, August 17, 2011 – January 2, 2012

Andrea Foust, Teacher's Aide, Riverside Elementary, 1 year

6.02 Personnel Transactions Reports. The board approved Other Personnel Transactions Reports for the period of July 1, 2011 – July 20, 2011 as submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets. (1) M. L. Bath Co., Ltd., Inc., totaling 52.65% discount for the Office Furniture Catalog Bid; (2) Economical Janitorial & Paper Supplies, Inc., totaling \$66,840.00 for the purchase of Janitorial Paper Supplies (Bathroom tissue); (3) Standard Printing Company, totaling \$44,208.00 for the purchase of Printing Services for all Schools; (4) Economical Janitorial & Paper Supplies, Inc., totaling \$156,150.00 for the purchase of Janitorial Paper Supplies (rebid); (5) Lott Oil Company, totaling \$8.40 per gallon for the purchase of Engine Oil; and (6) Lott Oil Company totaling \$8.06 per gallon for the purchase of Antifreeze.

Item No. 8

8.01 Begin the Process for renaming the New Wing at Shreve Island Elementary for Kerry Laster. The board approved beginning the process of renaming the new wing at Shreve Island Elementary for Kerry Laster.

8.02 Year of the Healthy Child Proclamation. The board approved the proclamation proclaiming August 2011 through May 2012 as The Year of the Healthy Child as submitted in the mailout.

8.04 Caddo Disproportionality Corrective Action Plan. The board approved the Caddo Parish 2011-2012 Disproportionality Corrective Action Plan as required by the Louisiana State Department of Education and submitted in the mailout.

8.05 2011-12 Caddo Parish Pupil Progression Plan Revisions. The board approved the revisions to the Caddo Parish Pupil Progression Plan for 2011-12 as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for DS and DV. The parents are in agreement with this recommendation.

13.02 Legal update and recommendation in the matter of Tasha Munsen-Robinson v. CPSB, Case No. 09-CV-1820, U.S. District Court, Western District of Louisiana (Shreveport Division). The board approved the settlement of claims of Tasha Munsen-Robinson v. CPSB, Case No. 09-CV-1820 based on the recommendations of the attorney for the CPSB.

Bids (Purchasing). Mr. Rachal stated that he wished to clarify the contract for janitorial supplies, i.e. soap dispensers. He explained the district will save approximately \$35,000 with this new contract; and he further explained the soap dispensers were free, the installations were free and the information posted on the soap dispensers was free. Mr. Rachal also clarified this is a part of the "Clean Hands School Campaign" in K-3 grades, providing free publicity through the TV and newspaper avenues.

Mrs. Crawley asked that when something like this, i.e. soap dispensers, is done that an email communication be sent to the board so board members are better able to respond to inquiries.

Ms. Trammel stated that board members do receive emails that question some of the things that happen, but it seems that they don't get the information anyway and if we give them the correct information, it seems as though they use the other end of the stick and she wonders if it really matters that the information is provided.

REVISION TO CPSB TRAVEL POLICY(IES)

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the proposed revisions to CPSB Policy BHD as submitted in the mailout. Mrs. Bell stated that the proposed revised policy, based on board input at the work session, was provided on BoardDocs last week and she read the proposed revision as follows: *the School Board members may attend up to two out-of-state conferences during a fiscal year.* Mrs. Bell shared with the board and audience information provided by Mr. Lee; and in response to statements during the budget work sessions, Mrs. Bell clarified that the total for out-of-state travel for 2009-10 was \$23,090, and \$33,683 for the 2010-11, and not \$100,000 as reported. Mrs. Bell stated that she asked Mr. Lee about the savings to the district if board members only attend one out-of-state trip; and after consideration, believes a maximum of 2 out-of-state trips is appropriate at this time. Mr. Lee explained that the information provided is in response to board member requests on the amount of out-of-state travel and the potential savings if the board limits travel to one or two out-of-state trips would be between \$5,000 and \$10,000. If travel is limited to one trip, the budget could reflect a savings of approximately \$10,000-\$15,000.

Mrs. Armstrong requested clarification that the discussion is relative to the document passed out and not what is on BoardDocs. Mr. Abrams stated that it is on BoardDocs, but it will not open; and what will not open has been given to the board members.

Mr. Ramsey explained that he pulled this from consent because he was unable to open the document at home or when he got to the meeting today. He added that the conversations he has held regarding this mirror what has been said about board members being allowed to attend up to a certain number of conferences; and his preference is if the board is still concerned about travel, then the board needs to take necessary steps to limit the out-of-state travel to one out of state trip. He added that he questions that if each board member attends two out-of-state conferences, he doesn't believe the amount budgeted cover the cost. In looking at patterns, he believes the question should be the number of total conferences attended. Mr. Ramsey stated he believes the change presented today is better than what was originally presented, but he still believes it should be one out-of-state conference.

Mr. Rachal asked how many total trips were made last school year? Mr. Lee stated that he believes between 20 and 25. Mr. Rachal responded that based on that, he doesn't believe the new policy will have any effect on this at all. Mr. Lee agreed with that statement if every board member attends two. Mr. Rachal asked Mr. Lee about the budgeted amount for this item, and Mr. Lee responded \$28,000. Mr. Rachal asked the maker of the motion if she would be agreeable to a friendly amendment to change it to one out-of-state conference during a fiscal year. Mrs. Bell responded she can agree if it is for this fiscal year and the board relooks at the policy next school year. Mr. Rachal stated his agreement and the second of the motion (Armstrong) accepted the *friendly amendment of one out-of-state conference.*

Mr. Hooks stated he likes to be aware and prepared before he gets to the meeting, and he was unable to access the backup documents. Dr. Dawkins stated staff will check into the glitches.

Mrs. Armstrong asked about the number reported by Mr. Lee; was it all conferences, including in-state? Mr. Lee explained it is only out-of-state conferences and those attending two or more.

Mrs. Crawford stated she does not have a problem with either policy; however, this year there were three new members on the board. Having never attended these conferences, these do not know which conference they will get the most from. She reminded the board there are hours that board members must earn during the year and she believes limiting the number of out-of-state trips will limit board members in getting what they need. Mrs. Crawford asked Mr. Lee why expenses for Williamsburg are reflected in July of 2010 because the Williamsburg trip is a different budget. Mr. Lee explained that a lot of the expenses were paid later in the year. Mrs. Crawford asked board members to be sensitive to new board members' training needs when revising the travel policy.

Miss Green shared her agreement with Mrs. Crawford's comments because she has learned a lot as a new board member by attending these conferences. Miss Green asked Mrs. Bell and Mr. Rachal if she understands correctly that the revision is for only one out-of-state conference? Mrs. Bell responded that is correct and the board will revisit the policy after this year.

Mr. Hooks stated his agreement with Miss Green and Mrs. Crawford, because as a new board member, he would have loved to attend the Regional Conference; however, because of the financial crisis he did not attend.

Ms. Priest stated she agrees we need to have a policy and we need to have flexibility. She added she hopes if this policy is approved, the board may relook at it and some of the extenuating circumstances that need to be considered.

Mr. Rachal asked if it would help to add the comment relative to the "board president being authorized to approve additional attendees within the board-approved budget"?

Mr. Abrams, for clarification, restated the revision presented by Mrs. Bell and the friendly amendment from Mr. Rachal that "*School Board members may attend one out-of-state conference during the 2011-12 fiscal year*" and this means it will be only for this year and the board will come back next year to review and change it since at the end of the year, it will revert back to the original policy. Mr. Rachal said he never mentioned 2011-12; and Mr. Abrams explained that Mrs. Bell stated her agreement to the friendly amendment for one year. Mr. Rachal stated that his friendly amendment was for a fiscal year and did not reference any specific years and read it should state "*School Board members may attend up to one out-of-state conference during a fiscal year*". With the disagreement between the maker of the motion and Mr. Rachal, Board member Rachal agreed to revise his friendly amendment to say *School Board members may attend up to one out-of-state conference during the fiscal year 2011-2012*. Mr. Rachal stated he would like to also add another friendly amendment to say that *The Board President is authorized to approve additional attendees within the approved school board budget*. Mr. Rachal said he hopes if there are board members who cannot attend an out-of-state conference and there are those that feel the need to attend National and Regional conferences, this will provide the flexibility for the Board President to approve this without coming back to the board for approval. Mrs. Bell, as the maker of the original motion, stated her agreement with the proposed amendments. Mr. Ramsey clarified that both friendly amendments will only apply to this fiscal year and Mrs. Bell said that is correct (July 1, 2011 through June 30, 2012).

Miss Green stated this is the problem she had the first time around (giving the Board President the authority to approve additional attendees); however, she is o.k. with it since it is only for one year.

Mr. Ramsey stated he can support the proposed revisions as long as it is within the board approved budget.

Mrs. Crawley said she only wants the board to set the example of what she perceives staff will be setting, which is one or less trips. While the board could eliminate all out-of-state travel for this fiscal year, she appreciates at least getting control over travel spending; and she encouraged carryover funds to be held for next year's use.

Mr. Hooks moved to call for the question. The vote to end debate carried unanimously.

Mr. Rachal reread the motion for clarity and that School Board members may attend up to one out-of-state conference during the fiscal year 2011-2012 (July 1 – June 30) and the Board president is authorized to approve additional attendees within the approved school board budget. Also, expenses of Board members in accordance with established rules will be applicable. The administrative staff may be represented by the superintendent or a person designated by him. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Dawkins stated that the opening of the 2011-12 school year is upon us and shared with the board an update on where the district is with operations and staffing in preparing to open school. He highlighted construction projects being completed, clean up that will occur, installation of doors and light fixtures. Dr. Dawkins reported that staff members have been working night and day to get everything in place for the opening of school. Regarding staffing, staff is finding there is a critical shortage in areas not seen before, i.e. Language Arts, Special Education, etc. He also said that staffing is utilizing the pool of applicants and are attempting to deplete this group as directed by the board. In looking at the critical needs areas, there are some retirees who have these skills and staff is working with Reggie Abrams to determine the appropriate steps for rehiring these retirees. He also reported that Mrs. Turner is organizing the Central Office Instructional Staff that have needed critical certifications in order to fill these gaps. Dr. Dawkins also reported that he had opportunity to meet with the new teachers in Caddo and the outstanding group they are. Mrs. Bell asked the superintendent to look at the law recently passed by the Louisiana State Legislature whereby retirees returning to work will give up 25% and she wants to make sure retirees returning to work understand this.

Regarding the review of district policies, Dr. Dawkins explained the staff's work to date. He said staff is proposing that the process begin on reviewing policies and he is asking Ms. Priest to assign a board member to each of the areas being reviewed. While the work is very tedious, Dr. Dawkins said it is necessary and hopefully will clarify the different perspectives and also stressed the importance of consistency in application of policies across the district. Dr. Dawkins reported this is being brought at the request of President Priest so staff can begin to bring back to the board recommendations relative to updates. Ms. Priest announced she will call board members requesting that they serve on one area. Mr. Rachal asked if at all possible that staff provide board members with additional information on what each section of policies addresses.

Mr. Ramsey asked about the board-approved vendor to help consolidate all policies and include the state laws where appropriate. Dr. Dawkins clarified that the board authorized the staff to work with ForeThought; and staff is pursuing this, attempting to get the funding in place.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked staff if we are putting long-term subs in classrooms because she believes retirees in the classroom are what the parents want.

Mrs. Crawley asked that a review be done on the homework policy and its implementation.

Mrs. Crawley asked for information on travel that has occurred to date this fiscal year, including those already booked and the dates they were booked.

Mr. Rachal asked that staff extend an invitation for Walter Lee to share updates with the board at least on a quarterly basis.

Mr. Rachal asked that an item be placed on the September agenda to begin the process of renaming a portion of the Youree Drive Middle School grounds for Coach Tom Knox.

Mr. Rachal also asked that additional detailed information be provided on the policies.

Mrs. Bell asked that staff look at the grading scale and what can be done to overturn what BESE has adopted.

Mrs. Bell also asked for an update on retirees returning to work and the new law adopted by the Legislature.

Bonita Crawford stated her awareness that high schools beginning school with four or more subs and asked if it is possible to rehire retirees with the appropriate certification to fill these positions.

Mrs. Crawford also asked that staff look at a rumor that there are a lot of bus drivers without bus routes and they are just sitting around in transportation.

Mrs. Crawford also asked that staff respond to an email she received that transportation had extra money to buy a car for another department director.

Mr. Hooks asked that staff look at the school calendar for 2011-12, because it has been brought to his attention that January 1st is on Sunday and when that happens, the following Monday is a holiday. At this time the calendar is showing everyone returns on Monday, January 2nd.

Mr. Hooks also expressed appreciation to Mrs. Parker for providing the additional information on his schools.

Ms. Trammel stated that she went into one of her schools this week and observed that the one person in the office was overwhelmed. She asked staff to review and see if one person in the office is sufficient. She also stated to the audience as a point of personal privilege that she wants everyone to receive the information the board has, but many times the board members hear things from the public that they are not aware of and she believes information shared should come through the proper channels and given to the public by those in public relations or the Communications Department. She said it has been breathtaking the number of rumors this past week and encouraged those who hear rumors to please call the superintendent's office for assistance in clarifying what has been heard. She said she will always answer those questions for which she has the information; but, if she doesn't know something to be correct, she will get verification before she shares any information.

Ms. Seamster also expressed her appreciation to Mrs. Parker for responding to her request for information and shared her first two weeks have been very busy, having had the opportunity to visit several schools, back to school rallies and she, too, noted how some offices that she visited the worker appeared overwhelmed and she would like staff to look at this.

Charlotte Crawley asked the superintendent about the policy review committee list and if there will be other site-based representatives besides the two to three principals? Dr. Dawkins noted the list provided is only a draft.

Mr. Hooks also stated the maintenance and custodial support crews are overworked and he fears that the schools will not be as clean as they were last year at this time.

Mrs. Armstrong asked staff to look at the office staffing for K-8 schools since these are actually two schools in one.

Mr. Rachal asked the superintendent to ask Gary Joiner to provide the board with a copy of the Caddo Parish Commission approved districts.

Ms. Priest announced that the deadline for receiving information (agenda items) for the Intergovernmental Committee meeting scheduled for August 26th is Friday, August 19th.

Ms. Priest also announced that the board has been invited by Barksdale Air Force Base to tour the base, including their Child Development and Youth Centers.

Ms. Priest announced that she is calling a special board meeting for 4:30 p.m. on August 23rd. The purpose of this special meeting will be to consider an economic development initiative that could potentially create 400-600 jobs. Information being requested from the Industrial Development Board will be provided to the board members prior to the meeting on the 23rd.

Mr. Abrams announced that on Sunday at 4:00 p.m. the St. Pius Catholic Church Choir will present, along with Marc-Andre Bougie, The Haydn Mass in C and invited the board and public to attend.

Mrs. Bell reminded the board that Summer Graduation is August 23rd at 7:00 p.m. at Caddo Magnet High School.

EXECUTIVE SESSION

Mr. Abrams announced that the executive session for the Level IV grievance is postponed until next month and basically, the parties have agreed if the board passes a policy addressing the frequency of faculty meetings, they will halt the grievance.

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

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

August 23, 2011

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 23, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and Pledge of Allegiance. President Priest announced that Mr. Riall is out of town.

PERSONNEL RECOMMENDATIONS

Mrs. Bell moved, seconded by Mr. Hooks, to approve the personnel recommendation as submitted by the superintendent in the mailout. Vote on the motion carried with Board members Green, Seamster, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion and Board members Crawley and Armstrong opposed.

INTERIM CONTRACT FOR CONCESSIONS AT LEE HEDGES STADIUM

Ms. Trammel moved, seconded by Mr. Hooks, to approve the interim contract for concessions at Lee Hedges Stadium as recommended by the superintendent and submitted in the mailout with the modification of through December 31, 2011 rather than September 30, 2011. Ms. Seamster inquired about bids for this agreement and was there not anyone in Caddo to bid. Mr. Abrams explained that this is an interim contract due to a conflict with the current contract when bid. He also explained this is not subject to the public bid law and puts someone in place to get through the fall season. It will bid again before December 31. Vote on the motion carried unanimously.

RESOLUTION IN SUPPORT OF ECONOMIC DEVELOPMENT INITIATIVE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board that she would like to understand the decision making behind this item since she does not see economic development behind any of the district's goals and objectives. She also stated she sees nothing in the board's role relative to economic development and making sure there are employers throughout the parish and granting them tax breaks. In light of the fact that the district is experiencing overcrowded music rooms, loss of 300 plus positions, teachers paying out of their pocket for every piece of paper they use, schools not having music teachers, buses breaking down and students transported late to school, she doesn't understand why the board would consider giving away money. Mrs. Lansdale encouraged the board to consider what message it will send by supporting this item.

Curt Foreman of the North Louisiana Economic Development Partnership announced he is present to answer the board's questions regarding this request. He explained Louisiana, along with approximately 10 other states, is being considered as a possible location, and approval of this resolution to support this economic development initiative will keep Caddo Parish in the consideration for these jobs. He explained this project requires support of the taxing bodies in the community and their agreement with the Louisiana Department of Revenue's (LDR) ruling on a project of this kind.

Mrs. Armstrong moved, seconded by Mrs. Bell, that the CPSB support the economic development initiative by supporting the proposed resolution as recommended by the staff and submitted in the mailout. Mrs. Armstrong stated that in cases like this we do not always know who the players are and shared the similarity to General Motors locating a plant in Shreveport. She said that General Motors' decision to locate in Shreveport proved for many years to be an economic boom for this area. She stated her belief that the board should support opportunities for

economic development and that the educational district will be beneficiary of this economic development project if it locates in our community. She encouraged the board to support this initiative which means more money and support for the district's staffs, schools and students.

Mrs. Bell echoed Mrs. Armstrong's comments and that she believes with the announcement that General Motors will close, this is an opportunity to bring new families and children into the community and district as well as provide jobs. She encouraged the board to support this item.

Mr. Rachal, for clarification, asked if the board's approval of this resolution is for a particular company or is it a blanket agreement with the state? Mr. Abrams responded that he spoke with Don Pierson, director of economic development for the state, regarding their request for the board's approval of this state resolution. He explained that the intent at this point is not to give up any taxes, but will we challenge what the LDR determines to be taxable; and at this time, we do not know what this company will provide. Mr. Rachal shared he believes this company is asking the state to get the feel from the local taxing bodies whether or not they agree with the state's determination. Mr. Abrams further explained if we don't agree, we would be out of the loop. Mr. Rachal asked for clarification and if the LDR makes a determination, can we overrule what they say relative to sales tax? Mr. Abrams stated it could be a good precedent, but not one the school board could not challenge. Mr. Rachal also asked if this is not just states sales tax, but local parish and city sales taxes; and if the board approves this resolution, is it agreeing to it even though we don't know the company? Mr. Abrams clarified that is not correct, but approval of the resolution would be a decision that the board agrees with the LDR's determination as to whether or not what the company does is taxable. Mr. Rachal asked if he is wrong in thinking that if the LDR declares the company's product not taxable, there is nothing we can do about it. Mr. Abrams stated that is probably incorrect, because if there is an entity not paying sales taxes, and the CPSB believes what they do is taxable, then the CPSB can sue the company to pay taxes.

Prior to Mr. Foreman's response to questions, Mr. Rachal clarified that he is pro business, and asked Mr. Foreman what other parishes is this company considering? Mr. Foreman responded that Ouachita Parish in Louisiana, as well as 10 states, are going through this same procedure with the taxing bodies; and their support only states that these areas are willing to be competitive for this project who has asked the state to look into whether or not their product would be considered taxable. If the LDR declares they are not taxable in what they do, then the taxing bodies in the area chosen for the project agree to the cooperative endeavor agreement with the state to help make the project happen. He also announced there are multiple possible sites being considered in Caddo Parish. Mr. Rachal asked if they will also be asking for a waiver on property and/or ad valorem taxes? Mr. Foreman responded that is likely. Mr. Rachal stated that he personally just paid tremendous property taxes and he questions if these larger companies requesting waivers consider education to be important. He added he does not believe it is fair to him or anyone else paying property taxes and they are the only ones that will benefit. While he doesn't have any problem with this, he will not speak in favor of it; because every time a waiver is granted, his personal property taxes increase.

Mrs. Crawley said she visited with the tax assessor when going through the property tax discussions and the odds are that the LDR will give away the taxes. She said she believes we need to make a statement that everyone needs to pay their fair share of the tax dollars. Mrs. Crawley asked if the board says yes, is it saying we will not pursue taxes; because it is her belief that we need to state now that we want the tax dollars. Mr. Abrams explained that a yes vote means the board will concur with the findings of the LDR, the taxing authority that determines whether or not something is taxable. Ultimately, the board can only act during the time that it acts, but the board can vote to change its mind at a later date as long as it hasn't gone into effect. Mrs. Crawley asked about the periods of time for tax exemptions. Mr. Abrams explained that this one does not have a time period because this is only addressing whether or not what the company does is taxable. Mrs. Crawley said if what they do is not taxable, does that mean we do

not have an argument; but if the LDR says what they do is taxable, will the district get the tax dollars? Mr. Abrams responded that if the LDR declares what the company does to be taxable, the chances are very good that we will not see this project happen. He also said if the board makes the decision to enter into a cooperative endeavor, it is basically saying it agrees with the LDR's determination. Additionally, if the board does not act, any citizen can file an action relative to whether something is taxable or not.

Ms. Seamster stated that she wants jobs, growth and economic development, but only wants a better understanding of what the resolution will do. She asked if she understands correctly that this is an incentive to bring companies to our area and allows them a break from sales taxes. Mr. Abrams said if the LDR determines the product to be non-taxable, there will be no break. Ms. Seamster asked about a decision by the LDR that the product is taxable? Mr. Abrams said if that is the case, the resolution will not mean anything regarding the company coming here; because if declared taxable, the company will probably choose not to locate here. Ms. Seamster asked for clarification and if the board supports this resolution, is it stating that we are in agreement with the other taxing bodies? Mr. Abrams stated that is incorrect, because if the Department of Revenue makes the determination that the product is non-taxable, the board is saying it will abide by that determination and will not challenge it.

Mr. Hooks said he believes it is evident that the board has a bad memory or amnesia and he wonders what message the board is sending to the citizens. He reminded the board that in March the board approved the Vision 2020 plan, about 3 months ago over 300 employees were laid off when the board approved the budget, then the board was forced not to roll forward the millage, and now we want to give up taxes. Mr. Hooks concurred with Mr. Rachal and that the \$5,000 he had to pay, others paid that or double, and this is a lot of money. He further stated no one is going to put their children in Caddo Public Schools, but they are putting them in private schools and he doesn't believe bringing this company to Caddo Parish will bring students to Caddo Parish schools. Mr. Hooks said if he had another child, that child would go to private school and not public school and that is the way he and his constituents feel. He encouraged the board to begin listening and doing what it needs to do. While it is good to bring jobs here, he believes it is necessary to watch what is being done.

Mrs. Armstrong moved, seconded by Mrs. Bell, to call for the question on all motions and discussion. Vote on the motion carried with Board members Crawley and Ramsey opposed.

Vote on the original motion carried with Board members Crawley and Hooks opposed and Board members Green, Seamster, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

ANNOUNCEMENTS

President Priest expressed appreciation to Mrs. Grayson for the work she has done for Caddo, and wished her the best in her future endeavors.

Ms. Priest stated that the maps at board members' stations are the Caddo Parish Commission approved districts for reapportionment.

Ms. Priest announced that the Barksdale tour is scheduled for September 9th. Also, there are tickets still available for the NAACP banquet and the David Raines annual meeting and banquet.

Mrs. Bell stated how happy she was about the opening of school and stated numbers have doubled at Woodlawn, Huntington, and Turner. The numbers are up and she is anxious to see the numbers after everything settles down. She also expressed appreciation for the outstanding work done by the Attendance Department.

Ms. Trammel expressed appreciation to Mr. Woolfolk, Mr. White and Mr. Smith for the excellent job in getting schools ready for the opening day.

Mr. Hooks asked the superintendent to return the BTW students.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:15 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

September 6, 2011

The **Caddo Parish School Board (CPSB)** met in *special session* in its office at 1961 Midway Street, Shreveport, Louisiana at approximately 7:55 p.m. on Tuesday, September 6, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachel, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Legal Counsel Reginald Abrams. The prayer and pledge were omitted.

Executive Session. *Mr. Riall moved, seconded by Mr. Hooks, to approve staff's recommendation for T.M., the student's parents are in agreement with staff's recommendation. Vote on the motion carried unanimously.*

Adjournment. *Mr. Ramsey moved, seconded by Mr. Hooks, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:00 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

September 6, 2011

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, September 6, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Bell led the invocation and Pledge of Allegiance.

PRESENTATIONS

President Priest recognized and expressed appreciation to Mr. Willie D. Burton, former school board member for CPSB District 3, for his many years of service (20 years) on the Caddo Parish School Board and to the students and employees of Caddo Parish Public Schools.

Academic Update. Superintendent Dawkins recognized staff members (Mrs. Turner, Mrs. Gallant, Mrs. Woodard and principals) who shared progress in Caddo's schools at each level in looking at the coming school year. Building level staffs were in attendance and recognized as a group, and the superintendent expressed his appreciation for them taking the time to support their colleagues, and for the work they are doing at their individual schools.

Mrs. Turner recognized the work the principals are doing in their schools regarding Best Practices and the efforts on behalf of student achievement and announced that individual presentations will be made by Hamilton Terrace, Midway Professional Development Center and Booker T. Washington. Mrs. Turner introduced Kathy Gallant, director of professional development, and Rosemary Woodard, director of assessment and school support, who shared the following specific areas in the Focus on Results presentation. Mrs. Turner asked that everyone keep in mind that effectiveness is assessed on the basis of results rather than intentions, and schools will analyze their data based on common assessments to identify students needing additional time and support for learning and to accelerate students currently proficient in their areas of learning.

Mrs. Woodard explained that District Performance Scores are released annually, usually one year behind, and it is anticipated that the 2011 results will be received in January-February, 2012. She noted the improvement in the District Performance Score since 2007, explaining that this score is made up of assessment data, attendance data, teacher quality information and other factors. Mrs. Woodard stated that currently Caddo has 36 schools (55%) scoring greater than 75%, 14 schools (21%) on academic watch, 3 newly added alternative schools (4% of the tested population) and 13 schools (20%) that are AU schools according to the state guidelines. She also reported that in looking at one school at a time, Caddo has elementary schools and some elementary with some middle school configuration and 23 of them (60%) are greater than 75%. She also reported that Caddo currently has 9 elementary/middle configurations (24%) and 6 schools on the middle school watch (16%). Mrs. Woodard re-emphasized that to change what is happening it is important to look at one school at a time and noted that the K-8 schools (four of them) are academically acceptable above the 75%, none are academically unacceptable and only one is currently on academic watch. She added that the same numbers hold true for the middle schools (greater than 75%) and 3 (43%) of the middle AU schools. She reported there are fewer high schools, but there are five (46%) that are in AU status, two (18%) on watch, and four (36%) scoring greater than 75. Mrs. Woodard reported that in looking at the percentage of students that are at Basic and Above, 58% of the students over the last three years are scoring at Basic and Above on all tests from 2007 through 2010, grades 3 through 12. She also reported that in the 4th and 8th grade areas, 73% scored at Basic and Above, which is up from 71%, and 8th graders

moved from 64% to 70%, which is a good statistic. Mrs. Woodard also shared that the ACT results are slightly down from 2008; however, she feels this to be a good statistic in that we are testing many more because of an increase in interest in taking the ACT. The Graduation Cohort number for 2010 is pre-appealed and at this time, staff is not sure how much it may improve as a result of challenging the State Department on several of the results.

Mrs. Gallant addressed the kind of support that will be given to all schools districtwide, including universal screens, support from instructional supervisors and professional development specialists, IDEA support, consultant services with behavior interventionists at all schools, district-wide online professional development, district-wide assessments and support with data analysis, i.e. the plan, explore and cognitive assessment, opportunities to participate in state-wide projects, i.e. Accelerated Pathways and Connections. She also made the board aware that the State has a moving target relative to the minimum School Performance Score required of the schools, i.e. beginning in 2002, the minimum score was 45 and it has increased over the years to now being 75 for the 2011-12 school year. Mrs. Gallant explained that the AU schools have been divided into three tiers and explained the levels of need in each, including those schools in AU status that have received SIG grants and as a result do not have sanctions this year from the Federal or State Government. She shared with the board the work staff has done on the Superintendent's Target Schools beginning with the original nine schools placed in AU status, four of which have been removed from their MOU based on their SPS scores. Mrs. Gallant explained how staff has divided the Watch List schools into three tiers of intervention and that technical support for the AU and SI schools will be provided by District Assistance Teams made up of instructional supervisors, specialists, and Special Education supervisors to help these schools with their School Improvement plans and their implementation. Quarterly monitoring of the implementation of these plans will be done to make sure they are on track and that they have everything they need to move forward. In-depth needs assessments also will be done at the schools in order to get to the root of problems and determine what the school needs to do. Mrs. Gallant also announced that all AU and Watch List elementary schools will receive a reading interventionist through IDEA Early Intervention Funds and instructional supervisors and specialists will monitor the SIG and AU5+ schools on a weekly basis and all AU and Watch List schools will receive universal screening for instructional level. Mrs. Gallant reported that the four 7-12 schools will receive quarterly monitoring by the RSD and the four SIG schools will receive monthly monitoring by the state.

Priscilla Pullen, principal at Midway Professional Development School; Marie Eakin, principal at Hamilton Terrace Adult Learning Center; and Patrick Greer, principal at Booker T. Washington High School shared with the board and audience those things they are doing at their schools to improve student achievement, including their vision, setting goals, early assessments to identify strengths and weaknesses on each testing method at each level, areas of needed improvement, continual data analysis, action planning, early interventions (for both remedial and advanced classes), professional development, monitoring, adjustments, reteaching, and assessing for proficiency.

Superintendent Dawkins expressed his appreciation to those who presented and shared with the board and that these are only examples of what is being done in our schools every day. He also announced that staff will bring additional information to the board in October following the release of the School Performance Scores.

Mrs. Crawley asked how many students took the ACT and Mrs. Woodard responded that, while she did not have the exact number with her, this number increased by approximately 30%. Mrs. Crawley also asked how many students attending kindergarten at Midway passed the Leap test? Mrs. Pullen explained that Dr. Debbie Williams at LSUS did this research and all the kindergarten students that entered Midway passed the Leap. Mrs. Crawley asked Mrs. Pullen if she has a plan in place to help parents understand their role. Mrs. Pullen responded that she does

have a separate brochure on parental development and each month activities are planned for parents and students. She added this is something they have done every year; however, this year it is a little more intense and grade levels are involved as well as the use of outside resources to couple with what they are doing. Mrs. Crawley asked if teachers work on Saturdays; and if so, are they being compensated for that time? Mrs. Pullen said they do and they are, and she wrote this into the School Improvement Plan. Mrs. Crawley also asked about the New Technology model training and if all 7th and 8th grade teachers will receive this training? Mr. Greer responded they do not, as it is mainly geared to the high school teachers and the goal is to show the 7th and 8th grade teachers how they can incorporate some of these project-based activities with the middle school students and prepare them for the jump to high school, and all high school grades will be included. Mrs. Crawley asked Mr. Greer who attended the high tech model training, and Mr. Greer responded that an ELA teacher, a math teacher, and a Social Studies teacher on the middle side and the remainder were high school teachers in the areas of Social Studies, math and science.

Miss Green asked Mrs. Turner to provide board members with a copy of today's power point presentation. She also recognized principals of schools in her area and thanked the superintendent for the excellent principals in District 2.

Curtis Hooks asked where is Caddo state-wide comparable to other districts? Mrs. Woodard responded that she does not have that data in front of her, but she believes Caddo is slightly below the State average; and because when Caddo's average goes up, the State average goes up, which makes it difficult to compare to other districts. Mrs. Woodard stated she will get Mr. Hooks additional information. Mr. Hooks asked Mrs. Woodard if she is concerned about merging the AU schools with another AU school since the AU schools are attempting to improve the scores? Mrs. Turner noted that the information presented included a list of the schools in which staff did some merging, it reflected an increase and they were moving up in the SP Scores and achievement scores, which means they are moving in a positive direction. Mrs. Turner also explained that it is her belief that with the combinations the district has in place, a stronger group has been established, and noted the improvement at the 8th grade level. She also reported that when they combined these schools they took the strength of all the professional development added, as well as all the training with the teachers, and will continue to build on the focus on instruction. Dr. Dawkins noted the example shared by Mr. Greer of what the leadership has done to bring the talents of outstanding teachers together to accomplish the goals.

Mrs. Bell echoed board member comments relative to the outstanding presentation and asked staff to explain the night program. Mrs. Eakin explained that this was the short-term suspension center and PM Program; and that there are programs in place whereby other high schools can benefit by allowing students who are behind in their credits to take classes at the PM School. These students are extending their learning day and students from all across the parish take courses at the PM School. She also added that currently in place, and there have been in the past, are students who will not be on the MFP count because they are older than 22. Mrs. Bell shared that she is aware of a student who was in a coma as the result of an automobile accident which put her behind; however, she was able to take courses at the PM School and catch up. Mrs. Bell also asked if the students in this program are in the school building during the day or do they attend at night and/or take the classes online? Mrs. Eakin said they are in the school building during the day and at night and will be able to extend their classroom learning time by logging into their courses wherever they are and work on their courses. Mrs. Bell also asked about students taking courses in the morning and working in the afternoon/evenings. Dr. Dawkins stated that staff is aware and understands that some of these students are in unique situations and we want to make available to them 24 hours a day these available resources. He also shared that we are moving quickly toward Virtual School opportunities for Caddo students. Mrs. Bell asked about the moving state target highlighted and requested that staff put this information on the district's web site so parents can understand these fast changes.

Mr. Rachal said he realizes that the group before the board today is only an example of the leadership in place in Caddo Schools and he doesn't believe the public is aware of the effort and passion that this group has for the children. He expressed his appreciation for the staff's hard work and how impressed he is with what he has seen and heard. Mr. Rachal asked the staff to tell him what they believe to be the main factor in those students that are under-achieving. Mr. Greer said from his experience he believes it is giving the children connections to the school, having productive relationships with the students on the campus. Mr. Greer explained that the J. S. Clark team made a concerted effort to make sure that the public perceived J. S. Clark differently, that they were open to the comments and critiques, but most importantly how the students felt about those who were looking at them from 8 to 3. Mr. Rachal stated that just going through Vision 2020 and hearing from everyone regarding their expectations for the school system, the board and the individual schools, he suggested that a survey of parents be conducted to determine what the parents/guardians expect of their children. He believes there is possibly something missing here and this could possibly provide some information to help build relationships. Mr. Rachal stated that he believes if the parents/guardians know that the staff and board care, maybe they will be more likely to participate and work with the students more diligently to help them reach goals and expectations.

Mr. Rachal also asked about the K-8 model and since it appears they are successful, as there are none in AU status, he believes this speaks for the consistency of the 9 years at one site. He added he believes we can expect the same from the new configurations and asked if it is possible in the future to have more K-8 schools. The superintendent responded that it is definitely believed that having students longer will yield better results. Dr. Dawkins stated that staff has discussed the K-8 model significantly and it is a topic that is still on the table as movement is made forward. With the fewer transitions at the 7-12 configurations, the superintendent said it is believed that with the leadership and support in the classroom, along with the consistency, we will see better results. Mr. Rachal asked Mr. Greer his opinion on the State's new mandated grading scale, at which time Mr. Greer deferred to his director.

Mr. Ramsey referred to the graph presented on the District Performance Score and the attention people pay to this. He noted a gain of .5 points since 2009 and asked what each school will do to improve this score? Mrs. Turner explained that it will be a three-prong approach, first looking at the data and identifying the gaps, identifying the standards that need immediate focus and providing needed interventions for those students that need that support. She added that for those students at the other end of the continuum, in terms of proficiency, it is important that they are challenged to make certain they move into the Mastery and beyond level rather than being stagnant at Basic. Mr. Ramsey stated he believes adding reading interventionists at those schools identified as being in trouble to assist them before they reach AU status is needed, and asked what is staff doing to address the schools whose score is above 75? Dr. Dawkins added staff is assessing this to provide the needed support at the schools with reading interventionists being one of those supports. Mr. Ramsey noted over-age credit recovery and the outstanding work being done at Hamilton Terrace and asked staff how many students are we servicing through this program in our efforts to improve the graduation rate? Mrs. Turner stated that staff is looking at other on-line options as well as researching how we can make these options available to more students in the district. Staff will bring additional information to the board on this effort. Mr. Ramsey also stated that he believes holding the students and staff accountable for attendance, conduct and performance will also be key in improving scores. He also applauded all principals and staffs present for what they do to help our students.

Ms. Priest thanked the superintendent and staff for the presentation and asked that the staff continue to bring these type presentations to the board so board members can help some of the rhetoric and misinformation out in the public about what we aren't doing, but what we are doing. She also reminded everyone of what Paul Pastorek said when speaking to the board and that

when he looked at the agenda, he saw that it was full of things that were not children centered, but adult centered. Ms. Priest also stated that while she believes we want all our children scoring at 100% and this is something we can strive for, she believes 58% of the children scoring at Basic and Above is good. She also noted those schools that were removed from AU status and cautioned everyone not to pull all the resources from those schools because even though they are out of AU, they are still not where we would like them to be. Ms. Priest commended J. S. Clark, the staff and leadership and shared with them her conversation with a Clark student over the summer that had read 113 books.

Mrs. Armstrong asked Mr. Greer how many students from J.S. Clark moved with him to the new configuration at BTW? Mr. Greer said they did not lose many, but many of them came with them for the 7th grade. He added he and his staff continue to work with the parents to ensure them of the education they will receive at BTW. Mrs. Armstrong said this has been her hope and that we would make this kind of impact which will make this transition smoother for those entering the 9th grade. Mrs. Armstrong recognized the amount of support for the schools in AU status, but asked the superintendent to remember those schools that have worked very hard also but have not gotten there; and they need the same kind of support relative to physical plant to accommodate computer labs, replacement of plumbing in a home economics lab, etc. She again stated her appreciation for all the hard work the principals are doing on their individual campuses as well as the leadership they are exhibiting for the staffs.

Ms. Seamster expressed her appreciation to all the administrators for everything they are doing to inspire, motivate and educate the children. She asked staff to explain how performance is determined for Hamilton Terrace and Academic Recovery. Mrs. Woodard stated they are calculated the same as any other school – test scores, attendance, and drop out rate. Ms. Seamster asked about the students at Hamilton Terrace that come from other schools and does the Performance Score go to their home school and Hamilton Terrace not receive any credit? Mrs. Woodard said that is correct and if they are not in the school one full academic year, the score goes back to the sending school; however, if they are at Hamilton Terrace for the full school year, their score remains at Hamilton Terrace. Ms. Seamster asked about the percentage of students this represents? Relative to Academic Recovery, Ms. Seamster asked if everyone is from another school? Mrs. Woodard said that is correct. Ms. Seamster asked if that means they do not receive any credit? Mrs. Woodard responded it is an alternative school and the students come from other schools. Ms. Seamster asked why Academic Recovery will not have a Performance Standard? Mrs. Woodard explained that it is Legislative and BESE action and if students are at the school the entire year, the numbers stay at the school; and if not, numbers are routed back.

Mr. Riall asked staff if he understands correctly that alternative schools will now begin having SP scores? Mrs. Woodard explained that four or five years ago the State Department unofficially released the alternative schools and stated that if districts are calculating School Performance that this is what it would be for alternative schools. At that time there was a Legislative push to report everyone on the same playing field and eliminate a lot of the routing which at one time 100% of the scores went back to the home schools. Mr. Riall asked if he understands that the alternative schools' Performance Score is computed only on those students that are there the entire year, and Mrs. Woodard said she believes that to be correct. Mr. Riall asked how was the transition completed to move the students and staff at Hosston into the other two alternative schools, i.e. what percentage of each went to those settings? Mrs. Flowers explained that these students were looked at on a case by case basis to see if they completed their assignment at the school; and if so, many went back to their home school. If they had not completed their stay, they were sent to one of the other alternative programs. Mr. Riall asked about the placement of staff at Hosston and Mrs. Flowers responded that most of the staff relocated to Academic Recovery and a few went to other locations based on their request. Mr. Riall asked for explanation on where the students from Hosston go who were relocated to another alternative

school? Mrs. Flowers stated that they will go to the school they are now attending, because last year Hosston received a School Performance Score.

Ms. Trammel expressed her appreciation to the principals and staff for taking aim at the target despite the fact that it is a moving one. She also shared how proud she is of the community involvement in the schools in District 6; and stated she believes when you get the community involved, it is likely to get the parents and students involved also. Ms. Trammel also expressed her appreciation to the schools who have gone above and beyond to bring the parents to their schools and get them involved. She also asked about reassignments in the schools and if this could not be done parishwide to ensure that we are doing everything to get our students where they need to be.

Mrs. Crawley expressed her appreciation and asked Mrs. Woodard about the dip in the ACT score and the fact that the more it is opened up and the more students who are encouraged to take this test will result in the scores going down. Mrs. Woodard explained that 1,348 students tested at the highest point and at the dip, we went to 1,513 which is an approximate 200 student jump in the number taking the ACT, or about one half of the 11th graders. Mrs. Crawley said she does not believe one can tell by one test score how well a student will do in college. Mrs. Turner added that in each high school we are continuing to do ACT Prep to help our student be more successful with the ACT and college readiness information. Mrs. Crawley asked if the counselors and assistant principals know about and encourage the PM School for those students needing this and Mrs. Turner said they do.

Dr. Dawkins concluded by stating that the staff's focus is always on all schools and all students; and while there is much work to do, and some of it will not be easy, it is the challenge before us and the opportunity to take on this challenge. He further stated that staff will be bringing to the board more on working together in uses of technology and other issues that will impact instruction.

Reapportionment Update. Following a brief recess, the board reconvened in open session at approximately 6:10 p.m. President Priest announced that Dr. Gary Joiner was retained by the Caddo Parish School Board, as well as the Caddo Parish Commission and other governmental entities, for assistance in coming up with a redistricting plan as a result of the recent census. Dr. Joiner shared with the board that through a lot of debate and alternate plans submitted by those outside the Commission, the Commission chose Plan #9 which sailed through Justice with minimal questions. He also reported that because of the configuration of the districts in Plan #9, 10 of the 12 School Board members remain in their districts, with Districts 5 and 7 not. He explained that there is a confusing state law that if a parish has Home Rule Charter, and the parish governing bodies are the same size, they should have the same boundaries. Dr. Joiner added that this was part of a local bill; however, because two school board members did not end up in their districts, the School Board has free reign to do what it needs to do with the precincts created by the Parish Governing Board. He added that the last time this was done, the School Board ran first and was allowed by the Commission to create new precincts; however, this time, the School Board will not be able to create any new precincts. But since through this process enough precincts were created, the School Board will not have this challenge. Dr. Joiner stated that part of the plan is to follow accepted guidelines so there will be no retrogression (there will be 6 majority districts and 6 minority districts). He also explained that the Justice Department understands that sometimes in a parish like Caddo where there are a number of people moving around, unlike other parishes, there is a 50% deviation, and this is good news. He said the Caddo Parish Commission Plan does this. In instances where the residence in five and seven are right on the precinct boundary line, it is possible to move one or two precincts. He also added that if board members are o.k. with the proposed lines, then that is o.k.; however, if some board members believe some change needs to happen between two adjoining districts, it is possible to do that also. Dr. Joiner shared with the board the difference between the School Board and the

Parish Commission, and reminded the board that it represents all the voters in the district. He said he tried to keep as many neighborhoods together as possible while at the same time considering annexations; and with the Commission, it was possible to address situations by creating new precincts and keeping some of the current precincts from being illegal. Dr. Joiner stated that it is now time, over the next four to six weeks, to meet and discuss all the possibilities and build something that works, and submit it to the Department of Justice. Dr. Joiner shared with the board that they can email him at gdjoiner@bellsouth.net if they are o.k. or not with the specifics of Plan #9. He shared with the board that he is working on a Plan 9A to address District 5 and 7.

Mrs. Bell asked if there is a deadline on this and Dr. Joiner responded that the rule of thumb is an attempt is made for a School Board that is not in the same election cycle as Parish Governing Body to have it up there one year before the elections. If a vote can be agreed upon over the next month, he believes it is better to not put it off. He also added that while he doesn't believe we need to finalize in the next two weeks, he would like to see a plan in place for Justice in November.

Mr. Rachal noted he has met with Dr. Joiner; and while he is not dissatisfied with what the Commission has approved, he repeated his past comments that we are meandering everywhere, and if each Board member sees the lines drawn, we would probably question what is happening. Mr. Rachal said if Dr. Joiner looked at the Caddo Parish School Board precincts, he would like to know what it would look like if the Board doesn't continue to put this off and not continue to worry, but that all board members would look at the Best Practices. Dr. Joiner said the only thing is it must pass the Department of Justice and be within 5% plus or minus population deviation. Mr. Rachal said he believes we need to be forward thinking and not put things off for other generations to address. Mr. Rachal said those on the board must make some tough decisions; and again, he stated he is not necessarily against what the Parish Commission does, but he believes there are some other options.

Ms. Priest said Caddo will have a plan before the end of the year.

Mr. Hooks stated that when he met with Dr. Joiner he was told he would pretty much have the same schools, and asked when did this change and why wasn't he notified of the change? Dr. Joiner responded that after meeting there were a series of plans brought in at the last minute that had to be voted on, and it was very contentious. The districts 5 and 7 were the centerpiece for that change and when the Commission went with Plan #9, they did not look at schools or School Board members, but at precincts that would fit in a plan they could pass. He explained at the time there was a Plan 9, Plan 10, Plan 10A, Plan 10B and a Citizens Plan; and when they completed reviewing these plans, the Commission removed all the Plan 10 versions and the Citizens Plan and went with Plan 9. Dr. Joiner further explained that the advantage to the School Board is that regardless of what the Commission did, and regardless of what precincts the Commission put in or pulled out, the School Board can restore within reason the schools in District 5 and the configuration as long as the population is within 5% plus or minus, and there is not an issue in District 5 or 7 relative to racial integrity. He said it will work to the board's advantage and he believes board members will see this when he meets with individuals and it was necessary to get Justice to approve a plan. Mr. Hooks stated he also recalls attempting to contact Dr. Joiner several times to make sure he was still in his district and had his schools. Dr. Joiner explained that it was only one precinct moved from District 5 and District 7, and reminded the board that the Commission ultimately makes the decision to decide on what works for the Commission, not the School Board. Mr. Hooks asked if the School Board did not have Vision 2020 and schools closed, would he have lost the school? Dr. Joiner responded that he can't answer that question. He said he has the School Board boundaries and the school locations, and he can review it and give an account. But relative to the closing of schools, it did not enter into the Commission's negotiations.

Mrs. Armstrong asked about the easiest way to contact Dr. Joiner and he responded that his cell number is 347-8407.

Miss Green asked Dr. Joiner how much of the Blanchard area will she gain? Dr. Joiner explained that District 2 gained the new northern annexations, north of Hwy. 1 where it crosses Hwy. 173, precinct 164. She also asked about the likelihood of her keeping the other side of the lake? Dr. Joiner said it depends on what she wants to do and she must talk to her counterpart on the Commission. He also explained there will be reasons for keeping the other side of the lake in the plan, but it is not in the Commission; and as well, there is reason to abandon it if you are looking for a more compact district. Miss Green asked if she keeps the other side of the lake, can she give the new precinct back to District 1? Dr. Joiner said all trades are viable, but if you give something up and someone takes it, they will have to give up a commensurate amount of population, it's the ripple effect. Ms. Priest asked Miss Green to save her questions specific to her district for when she meets with Dr. Joiner. Mr. Riall stated he will work with anyone.

Ms. Priest asked Dr. Joiner to verify that the redistricting cannot move an incumbent from their precinct. Dr. Joiner said that is correct and you cannot. Ms. Priest stated that wherever a board member resides currently, they will not be able to be drawn out of their district. Dr. Joiner explained that general accepted actions will be important and looked at and questions asked if there are questions. He also stated that there are several options that can be considered. Ms. Priest encouraged board members to communicate with Dr. Joiner whether or not they are pleased with their Commission approved boundary lines; and if not to set up a meeting with him to discuss it further.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE SEPTEMBER 20, 2011 CPSB MEETING

Superintendent Gerald Dawkins highlighted the proposed items for the board's consideration at the September 20, 2011 CPSB meeting.

Requests for Leaves. Mrs. Bell inquired about a request for leave without pay and does staff know why they are requesting a leave without pay, because she believes some are going to other parishes to work for a year while on this type leave. She stated she believes there is possibly a law that governs this, but do they have to explain to HR why they are taking the leave without pay. Dr. Robinson responded there are specific reasons for taking a leave without pay and that at this time, we do not have any that are requesting the leave so they can work in another district.

Personnel Transactions Reports. Dr. Dawkins explained that a revised Personnel Transactions Report was prepared to correct the list "Retirees Returning to Work" to "Retirees Returning as Substitute Teachers." He announced that as classes are leveled, decisions will be made over the next 48 to 72 hours as to where there are critical needs. Mrs. Crawley stated that it seems that some of the people are not retired but were laid off and are not what the job descriptions say, but they are actually clerks or secretaries. Dr. Dawkins stated that the District did have retirees that were laid off, but they have decided to work as a substitute. Mrs. Crawley asked if we eliminated a position (clerk or secretary), why are we rehiring them without benefits? Dr. Dawkins responded that the substitute pool is open to anyone to sub teach. Mrs. Crawley said she understands they were laid off from a secretarial or clerk position at the school and now they are being rehired as a substitute. Dr. Dawkins said they were not recalled and they have no job, but maybe some have decided they desire to be a substitute. Mrs. Crawley asked if a position was eliminated and replaced with a substitute? Mr. White responded that some may be serving as a sub, because the regular employee is on leave, etc. Mrs. Crawley shared an example of a school eliminating its clerk position and asked if the District hired someone back to be a clerk or secretary. Mr. White explained that an overage (number over the staffing formula) may have

been at that school and if so a sub would be put in that position. Mrs. Crawley stated her understanding that if she had 20 years experience, she would not be eliminated as an employee; but if her job was eliminated, are there secretaries that were over the staffing formula for a particular school or was this created after the RIF (new secretary positions that are now substitute positions)? Dr. Dawkins and Mr. White responded there were not. Dr. Dawkins also shared an example that if a teacher and an aide were laid off, the person has not been recalled; but they do have the right to sign up to be a sub. Mr. Abrams said he believes one of the reports said "Retirees Return to Work" and this is incorrect, but a revised document was posted. He also believes the question is whether or not the school board laid off persons to come back and work in those positions as a substitute, and the answer is "no." He said there are secretaries/clerks that are being hired as subs because the one in the permanent position is off due to illness, injury, etc. He also added that these on the RIF list can work as a sub since their position is being held by someone else. With RIF being positions, Mrs. Crawley clarified her understanding that there were no positions RIFFED where a sub has been put in the position? Mr. Abrams said he believes the only exception is the person at The Rutherford House. Mrs. Crawley asked if she can get a good, clean document before the meeting on the 20th?

Mrs. Crawley asked about the 120 days notice for a person's contract to be renewed and if anyone on the list is passed the 120 days? Dr. Robinson explained that it is taking staff some time to work through the new cycling, but when Mrs. Crawley requested that contract renewals be presented to the board 120 days in advance, staff is working to submit those as close to the 120 day mark as possible, and she hopes there aren't any that are missing.

Out of State Travel (General Fund). Mrs. Crawley noted that she only sees one request and she would like to emphasize again no traveling out of state, and encouraged others to get what they need through the Internet or other local means.

Bids (Purchasing). The superintendent announced that this bid is being pulled since it has been determined that a supplier already working with the district can supply these resources for this Safe and Supportive Schools Initiative being funded through a Federal Grant.

Begin the Process of Renaming a Portion of the Youree Drive Middle School Grounds for Coach Tom Knox. Mr. Rachal explained he will provide the needed information on Coach Knox with the required Legislation passed during the last session and this action beginning the 90-day process.

Special Education Interagency Agreements and Contracts. Ms. Seamster asked staff to share a brief explanation of the services these agencies will provide. The superintendent explained that they provide a variety of services to Caddo's special education students, and Mrs. Turner explained that these agencies provide counseling support for the students. Ms. Seamster asked staff to explain if a student misses, is out of, school for a certain behavior how does this impact them? Ms. Priest asked that Ms. Seamster get with Mrs. Turner to further explain this item.

Approval of Job Descriptions (Graduation Coach and TAP Coordinator). Dr. Dawkins explained that these jobs are funded 100% through the School Improvement Grant (SIG) for a three-year period of time. Mrs. Armstrong inquired about the three-year grant and if at the end of the 3 years will these positions be terminated if the grant stops? Dr. Dawkins explained that these positions will be annual Federal funded positions and each year they will sign a new contract and at the end of the three years, the positions will be eliminated. Mrs. Bell asked the superintendent if he will interview someone from within the system? The superintendent explained that it is an internal posting. Mrs. Crawford asked why there are no middle schools included? Staff responded that this was a competitive application and the schools listed are the ones that applied for the grant.

Mr. Ramsey asked if we are creating two new jobs for three years? Dr. Dawkins explained that the grant requires these two positions. Mr. Ramsey asked when will the grant be completed? Dr. Dawkins explained the grant will expire in three years and these will be annual appointments for three years and at the end of the three-year grant, the positions will go away. Mr. Ramsey asked if retirees will be qualified for these positions? Dr. Dawkins again stated that it currently is an internal advertisement. Ms. Priest clarified for the record that this is a competitive grant and when the grant is over, the jobs are over and the individuals hired in these positions understand that they are signing a one-year contract each year for three years and at the end of three years if we do not get the grant again, the job for these positions is over.

NCLB/IDEA Combined Grant. Dr. Dawkins announced this item was pulled last month to allow time for additional information and staff is bringing it back for board approval. Mr. Rachal stated there was a great deal of discussion on this item at the last meeting and he had the opportunity to sit down with administration and further review. He noted the example of all rooms, with the exception of Special Education, being equipped with Smartboards, computers, and projectors and he believes many classrooms already have these things. He also shared his astonishment at the number of regulations placed on grant dollars. He added that after meeting with staff and getting answers, he would like to see a survey go out to all the principals and the money disbursed in a need order. He expressed his appreciation to staff for sitting down with him and providing him with specific information. Mr. Rachal also stated there are a lot of teachers being hired to help alleviate some of the issues with struggling students and staff works hard to put together these grants. He also explained that each of these grants require the principal to put together a group of faculty and parents, along with the principal, to come up with the needs.

Mrs. Crawley asked if any program or equipment has been purchased where staff must travel out of state for training? Mrs. Parker stated that she is not aware of any expenditures for out of state travel. Mrs. Parker also added that a lot of the training is local and there is money in the grant for stipends for teachers attending training. Mrs. Bell reminded board members that some training must be hands on and in some instances, it is not logical for the consultant to bring his business here. Mr. Rachal responded that in the discussion, a lot of the schools are pooling their money to bring in consultants for appropriate hands-on training.

Mr. Riall asked about travel related to professional development and if this item is specific enough for it to be associated with travel for this grant and staff responded that it is paid for out of the grant.

Request to Hear Appeal in Accordance with CPSB Policy GBCB-R. Reggie Abrams stated that this is a request to appeal to the board a retaliation claim; and in accordance with board policy, the board will vote to grant the appeal or take other action. Information will be sent to the board for consideration under confidential cover. Mrs. Bell asked Mr. Abrams if this information is public or private, because there has been documentation provided that she understood the situation to be private, but it no sooner is put out there that she receives phone calls. She asked Attorney Abrams if the board can be liable for allowing other persons to see documentation under personal cover? Mr. Abrams said the board can be liable and since it is confidential, it should not be shared with others. Ms. Priest asked Mr. Abrams what can someone do when Board confidential information is out in the public, what can the board do? Mr. Abrams stated that the board is limited to what it can do; but if it is employee information, the employee can bring action. He added that Board member information deemed confidential, should not be disclosed because it is determined confidential to the Board and not just confidential information for an individual Board member. Mr. Abrams further explained that in general, information that goes to Board members and unless it falls under the privileged category or confidential dealing with an employee matter, it cannot really be confidential because it is information between the superintendent and the board. However, if it is a personnel matter,

these type confidences cannot be disclosed to the public. Ms. Priest asked Mr. Abrams to research this matter further and report back to the Board.

Mr. Rachal asked if he understands correctly that each Board member promises to one another that what's confidential and privileged is just that and will be treated that way? Mr. Abrams responded that what is attorney-client privilege is different than the agreement that what is between Board members is confidential; and while what you say to someone may be expected to remain confidential, it doesn't mean that it will remain confidential. Mr. Rachal asked about personnel matters and if he is correct that information must be kept confidential and only in the Board members' hands? Mr. Abrams responded that is correct.

Mr. Hooks stated he believes this should work both ways because many times the superintendent's staff doesn't tell the Board everything and the Board doesn't find out until arriving for a meeting. He added he believes the trust should go both ways, but it does not.

ADDITIONS

Mr. Rachal requested that his item relative to the Occupational Therapist/Physical Therapist Pay Schedule be placed on the agenda for the September 20th meeting. He said he will meet with the superintendent to discuss and bring a recommendation to the Board.

Mrs. Armstrong asked that an item be added to Readdress the Contractual Relationship with SunGard. She said she believes the district is at an impasse and needs to discontinue this relationship.

CONFIRM THE AGENDA AND CONSENT AGENDA

Ms. Priest announced that the consent agenda will be Items No. 6.02, 6.05, 8.01, and 8.03-8.05. *Mr. Riall moved, seconded by Mrs. Bell to approve the proposed agenda and consent agenda for the September 20, 2011 CPSB meeting. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover, employee, stated that she feels like the town crier and no one is listening to her concerns relative to the 19 AU schools. She said that she is not seeing the interest that should be afforded to the students of the inner city and believes very little attention has been given to where the communities can see resolution being offered to offset this travesty. Ms. Glover stated she doesn't believe the consolidation of schools will address this issue and that no consideration was given to this possibly being a beneficial move to the system and to the students as a whole. She said she believes the message to the students of the inner city is one that says these children's educational opportunities are not as important as the remainder of the district; and excuses are not needed for why students are in their current status, but resolutions to bring them out of their current status. She noted that there is not time to sit idly by and observe the deterioration of the inner city students, but it is time to take action. She encouraged the Board to put resources where they are needed in an effort to make sure that every Caddo Parish child in the school system has equal access to educational opportunities.

Jackie Lansdale, president of the Caddo Federation of Teachers and Support Personnel, noted the absence of discipline in tonight's presentations and that discipline in the classroom is key to positive achievement. She also noted that there has not been a Discipline Review Committee meeting in some time and the need to address some items. She announced that the Federation will hold a New Teacher Academy on Saturday and invited Board members to attend. Mrs. Lansdale also asked that as the Board enters its budgetary process that consideration be given to purchasing additional air conditioned buses and adopting a policy on how air conditioned buses

are assigned. Regarding the confidentiality issues, she questioned an employee's name being included in a packet when the Board brings tenure charges against an employee and asked the Board to take this into consideration. Mrs. Lansdale also questioned the mislabel of one of the personnel transaction reports, i.e. secretaries in the RIF returning as teachers' aides and encouraged the Board to consider employee hearings and grievances on dates other than the regular Board meeting dates.

Frederic Washington shared his displeasure with labeling of students and schools and the rhetoric noted in the communities, because it is not rhetoric that there are 19 Caddo schools labeled as Academically Unacceptable, and that the Board is not listening to the people, but it is truth. Mr. Washington said he personally takes offense to this statement, because he has always defended the district, but he doesn't believe 58% is anything to brag about. He stated that his concern is we do have failing schools and there are individuals that want to break the district apart and he is against that.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:55 p.m.*

September 20 2011

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 20, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Bell led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE AUGUST 16, 2011, AUGUST 23, 2011 AND SEPTEMBER 6, 2011 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Riall, for approval of the minutes of the August 16, 2011, August 23, 2011 and September 6, 2011 CPSB meetings as submitted in the mailout. Vote on the motion carried with Mrs. Crawford absent for the vote.

PRESENTATIONS AND RECOGNITIONS

BESE Update. Walter Lee, District 4 Board of Elementary and Secondary Education representative and superintendent of DeSoto Parish Schools, shared with the board the many changes being seen in education. With the big movement in education being reform, Mr. Lee stated that he is convinced it is here, it is happening and it will not go back to the way it used to be. He said this is a nationwide, statewide movement, thus there is no choice for it to also occur locally. Mr. Lee reported that every school system in the state is being affected financially with many in South Louisiana in worse shape than those in North Louisiana and this too will have an effect on reform and the makeup of schools. Regarding MFP, he reported this will be the third year there has been no increase and there will probably not be an increase next year unless the state recovers and is in better shape than it is appearing. At this time, it is believed the MFP will remain the same and “fully funded” as referred to by the State; however, what they are actually doing is shifting and terminating what was state supported assistance to local school systems to pick up the cost. He added the emphasis now is for the money to follow the child and the State is beginning to mandate that local schools systems account for every MFP dollar the district receives, noting they also want to see the part of MFP money for Special Education spent on Special Education and the district verifying it, as well as for vocational education. Mr. Lee stated that the State is losing site that MFP was a funding mechanism for getting the dollars from the State to the local districts and now attention is being given to the money following the child, with a lot of emphasis on school based budgeting. This will mean that the money will be allocated to the school and the school will take the money and decide how it will be used, which could ultimately lead to no longer having a system. He encouraged the Board to work closely with Legislative Delegation members.

Mr. Lee also reminded the Board that beginning in October every school will receive a letter grade, including the school systems; and he believes this too will be disappointing to many people as most citizens agree that education needs to be more effective and most parents feel schools need to do a better job even though most are pleased with their schools. He stated he believes how well the child performs in school is based a great deal on what a child brings to school with them; however, letter grades will not reveal that but how effective the school is which will put most school systems on the defensive. Mr. Lee also shared that the School Performance cutoff scores are increasing with the new cutoff score being 75; and if any school performs below 75, it will be declared academically unacceptable. While he knows Caddo is addressing schools in AU status, he reminded the Board that there probably will be greater emphasis and priority on how the money is spent.

Regarding Act 54, teacher evaluation law, is in effect and it is being piloted in approximately 20 schools systems this year with it becoming statewide next year. He announced there is a committee meeting now and they are struggling with how to define teacher evaluation and they will present a recommendation on this issue and how it should be implemented in the coming school year. He explained there is a lot of concern about school performance or value added counting for 50% of the teacher evaluation, which will not be easy to define or implement. Mr. Lee encouraged the Board to consider all of the things mentioned in relation to "Choice" because that is what he sees coming, i.e. charter schools, virtual schools and what is becoming more popular nationwide.

Mr. Lee announced that the Governor has now made it known who he desires to be the next State Superintendent; and at this time, there is no compromise on who that will be and why he believes there is interest in the election of BESE members. Additionally, Mr. Lee reported that he sees the upcoming session of the Legislature addressing teacher tenure, as well as pay for performance, retirement plan (for current employees and future employees), and possibly more pointed legislation directed to school boards. He encouraged Board members to stay in touch with its Legislative Delegation and testify at committee meetings.

Mr. Hooks expressed his appreciation to Mr. Lee for confirming what he has been telling the Board a long time and that is the Caddo Parish School Board is going to cease from being. This is something that he has been hearing since he has been going to Baton Rouge and that is the CPSB will be a thing of the past. Mr. Lee responded that he didn't say it quite that way.

Mrs. Crawford asked Mr. Lee if he plans to support the Governor's choice, Mr. White, for State Superintendent of Education? Mr. Lee said he has openly stated that to date the board has 7 votes and if they do get the 7 votes, he will be the 8th vote to vote in favor of. Mr. Lee said he will not vote for Mr. White if there are only 6 votes; if there are only six votes, he does not believe it will come up for a vote. Mr. Lee further commented that his opinion in this matter is we have people in Louisiana that can do this job and do it well; however, it was made clear to him that this will not be. Mrs. Crawford asked if voting no would not show that he still believes this no matter how many votes there are in favor of him. From information learned on the Internet, she stated her hope that Mr. Lee would vote NO and not even be the seventh vote. Mr. Lee further stated he believes the education family prefers a Louisiana person, and he doesn't believe digging your heels in and remaining firm will not hurt the Caddo Parish Board. Mr. Lee said if we can't have a Louisiana Superintendent then he prefers to have a strong partner that will be more accessible to the education family. Even though he could do what Mrs. Crawford is asking he doesn't see it as a way of improving education. Mrs. Crawford encouraged Mr. Lee to become more pro-active, pro-board and asked if there is something the board can do to help Governor Jindal understand our opposition to some of the things he is trying to get through the Legislature. Mr. Lee asked Mrs. Crawford if she believes that Governor Jindal does understand and she responded that her personal opinion is she believes he understands; however, he doesn't care. Mr. Lee stated that all indications are that a majority of the public is not happy with the results of public education; and he feels he is using that. Mr. Lee referenced that he has always been called a change agent, a radical, a non educator, founder of the magnet schools, and he believes all schools should be a school of choice, and parents need the right to send their children to their school of choice. He encouraged the Board to consider and push for Choice.

Mrs. Armstrong referenced the MFP money following the child and her problem when the State offers additional money from the State or local funding to match or follow the child. She asked if there is anything the Board can do to recoup or stop this from happening, because she believes MFP is one thing, but public education does not have opportunity to have the additional money. Mr. Lee shared his agreement and that he has consistently voted against taking local dollars and giving it to the State charter schools or private companies. Even though he believes it could be illegal, he has not won that argument but he hasn't seen any school board members in Baton

Rouge voicing opposition. He did state that the school board association was in attendance, but did not say anything; and at this time, Mr. Lee said the only way districts can address it is file a lawsuit, because he believes the voters in Caddo Parish voted local taxes for local use, he doesn't believe anyone can legally take this money, but will as long as they can. At this time, Mr. Lee said he believes this is in the school board's court and should ask the board's attorney if the District has an attorney..

Mrs. Bell shared her opinion that it doesn't matter how many yes votes there are for an issue brought for a vote, because if she is opposed to something, she will not support it even if she is the only one. She said she also believes it will take a lot for all the boards across the nation to fold, because every child cannot attend a charter or private school. Relative to the policies, Mrs. Bell asked were these not approved by BESE? Mr. Lee explained that BESE's job is to implement laws passed by the Legislature. Mrs. Bell asked if since the BESE members are elected by the voters, can't BESE members say the charter schools cannot receive more money per child than the public schools are receiving? She asked Mr. Lee who voted for the end of course test in the ninth grade being done on the computer? Mr. Lee said it was law and BESE was charged with determining how to develop policy and implement the law. Mrs. Bell said she knows there is an Education Committee and board members have traveled to appear before them. She said she will never give up on public schools and in looking at Value Added, End of Course Test, MFP, and she thought it BESE would fight for these things and go back to the Legislature. Mr. Lee clarified that the State Board of Education does not have that authority. Mrs. Bell asked Mr. Lee for clarification on who the local school board should contact regarding the MFP funds and he responded that the amount is determined by the Legislature and comes from the Governor's office. Mrs. Bell encouraged Mr. Lee to fight to the end even if there are six votes so the people will know where he stands. Mr. Lee stated he respects the way Mrs. Bell feels and understands she must vote what she believes is best for the students of Caddo Parish, because he has that same responsibility at the State level and is what he will do.

Mr. Rachal recognized the many years of service Mr. Lee has in education and encouraged him to not vote on something just because it will win or lose; but if he is not for Mr. White, don't vote for him. Mr. Lee stated that if anyone will look at his BESE voting record they will see that traditionally he is on the side that is 5 votes, which says he is not just voting what is popular and he must decide what is best for the State and the best way to get there. He added if one way does not get you where you need to be, then it is important to find another way, which is what he does and will always vote for what is best for the children in Louisiana and to move forward. He also stated he can stick his head in the sand, but all that will ultimately do is help eliminate public education as we know it and he doesn't believe that is progress. Mr. Rachal asked if the Legislature ever approaches BESE for advice on education matters? Mr. Lee said rarely and when they do, it is usually to support a piece of legislation. Mr. Rachal feels it is important that the public is aware of the procedures followed with the Legislature passing laws and then asking BESE to put them in policy and implement them. To him, Mr. Rachal said he believes BESE members should be involved before legislation is proposed. Mr. Rachal presented the following questions for Mr. Lee and asked that some type of communication be established between him and the board for staying current on these matters. The questions are: Is the RSD going to continue and if so, how much longer? Mr. Lee responded it will continue as long as the reformers want it. Mr. Rachal asked about funding for the RSD schools and the huge issue where they are funded one way and the public schools another, i.e. students in RSD being provided with laptops and Caddo cannot provide each of its 43,000 students with laptops because of the many unfunded mandates that continue to come to the district? He asked where does the other money go for the students in a Virtual School? Mr. Lee said the contractor, private business, gets 90% of the total cost to educate a child yet they have no cost for buildings, personnel, etc. Mr. Rachal asked if it is possible that BESE can allow the local school districts to also have Virtual Schools? Mr. Lee stated that only two have been approved, but any school system can set up its own Virtual School approved by the local board and obtaining a code from

the State Department. Mr. Rachal asked Mr. Lee if he is saying he believes local school districts should get involved in Virtual Schools? Mr. Lee responded that Rapides Parish is doing this, and he would support every school in his district being a school of choice. Mr. Rachal stated that he does not have a problem with school of choice when it works with the money following the student; however, it's when the State Department then applies different rules to the public education system and the local school system doesn't have a choice. He noted the problem of a charter school deciding it no longer wants one of its students, and the local district doesn't have a choice whether or not it will accept these students. Mr. Lee challenged the board to inform the public that with all of the money going to the providers of education outside the school system, he believes the public will reach a point to where they will not renew or pass additional taxes if the school board is not in charge of the schools and how the money is spent, then the question would be to the reformers as to how they will fund their schools. Mr. Rachal asked Mr. Lee if he supports letter grades for the schools? Mr. Lee responded that he opposed it all the way; and he would like to see this modified to at least an explanation given at the time the scores are released so the public understands that the letter grade does not reflect just how well the individual school is doing. Mr. Rachal shared how he believes the recent change in the grading scale will cripple our students when competing with students across the country. Mr. Lee explained it is the Legislature that passed a law stating there would be letter grades and BESE determined the cut off; and he didn't agree with BESE's conclusion. Mr. Rachal stated that he believes the local school board needs to determine with Mr. Lee how to best stay informed so the board can express its support or notify Mr. Lee as to how Caddo feels about issues. Mr. Lee reminded the board that it has a representative on staff that attends the meetings and knows what the agenda will address, but BESE does not always know when something will come for a vote.

Mrs. Crawley asked about Value Added and the teacher evaluation and she doesn't believe teachers would be opposed to these if they thought it would be fair and accurate, giving the students a test when they walked in the door and another at the end of their class. She also referenced merit pay and those teachers who are National Certified yet the State is not paying it and mandating the local school districts to pay it. Mr. Lee responded that the local school districts should not pay this but the State should. She also stressed there is no way to take human error into account when testing. Mrs. Crawley said she believes this is setting up a district to be in the same situation as Atlanta where there was much cheating. She added that a no vote does speak loudly.

Ms. Seamster asked Mr. Lee about understanding of the Legislative process and if BESE offers legislation? Mr. Lee said it could, but they rarely do so. Ms. Seamster asked if the letter grades come from BESE? Mr. Lee explained that any member of the Legislature can introduce any bill they want for consideration. Every bill must be approved four times, the House Education Committee, the House, the Senate Education Committee and the Senate. If it fails to pass any of these four approvals, it fails. Ms. Seamster asked if, when a bill enters into the process, board members are contacted? Mr. Lee said they may not be contacted personally; but they are posted and the staff is aware of these postings. Ms. Seamster asked Mr. Lee could BESE recommend changes to Legislators or to the State Superintendent? Mr. Lee said BESE is responsible for appointing a State Superintendent in addition to approving graduation requirements and policies affecting the local school systems as a result of laws passed, as well as the MFP amount to be distributed to the local school systems. Ms. Seamster clarified that anyone can go to their legislator and request that something be changed, and Mr. Lee verified that is correct and is how most legislation is affected. Ms. Seamster stated that she too believes choice is good and she believes most parents would choose to send their children to their neighborhood school, but we must have equality with choice. Mr. Lee reminded the board that equity is the responsibility of the local school boards.

Ms. Priest expressed appreciation to Mr. Lee for addressing the board today and responding to concerns and questions. Mr. Lee stated his appreciation for local school boards and the tough

decisions they must make and encouraged all to seek ways that we can reach all students so those who think they have answers, but no responsibility, are not effective.

Recognitions. Dr. Mary Nash-Robinson, on behalf of the board and superintendent, recognized the following students/employees. The board president presented each with a certificate recognizing their accomplishment. Administrators, family and friends were also recognized.

Louisiana History Teacher of the Year. Dr. Mary Nash-Robinson recognized Stacy Erwin, **KTBS One Class at a Time \$1,000 Classroom Grant Recipient.** Kevin Kingdom, Ridgewood Eden Gardens, as Louisiana's History Teacher of the Year. Middle School Science teacher, was recognized for receiving KTBS Channel 3's One Class at a Time \$1,000 Classroom Grant. Mr. Kingdom will use the \$1,000 to purchase renewal energy education kits (solar panels) for his science lab class.

School Health Award. Renea Tolbert, Vivian Elementary-Middle School, was recognized for receiving the school health award honorable mention for the 2010-11 school year and was presented to the school in Baton Rouge on September 14th. This award recognizes activities around the state that promote opportunities for students to develop life-long healthy eating and physical activity habits.

Newly Appointed Administrators. Dr. Robinson recognized the following newly appointed administrators: (1) Angela Douglas, principal, Forest Hill Elementary; (2) Tangelia Nelson, principal, Lakeshore Elementary; (3) Deborah Blanchette, assistant principal, Oil City Elementary-Middle; (4) Karura Rainey, assistant principal, Woodlawn Leadership Academy; (5) Pauline Harris-White, assistant principal, Huntington High School; (6) Keith Burton, principal, Caddo Middle Magnet; (7) Lynette Hampton Gibson, assistant principal, Ridgewood Middle; (8) Brandy Holcomb, assistant principal, Forest Hill Elementary; and (9) Kathy Gallant, director, Staff Development/Grants.

VISITORS

Cheryl Thibodeaux, co-chair, announced and invited board members to attend the Louisiana Branch of the International Dyslexia Association's Conference at Broadmoor Middle Lab on October 1st. She also expressed appreciation to staff who helped in the planning and promotion of this conference on the District's web site.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, shared her disagreement with comments by the BESE representative that the public is turned off with public education. She also addressed tenets of good government, i.e. accountable, transparent, responsive, communication, effective; have a rule of law; and if you don't have these, you begin to have a breach of trust with those served and this translates into corruption or the perception of corruption. While she is in no way saying anyone is corrupt, she believes everyone needs to be upfront and clear on areas such as inequity in enforcing attendance, closing of AU schools, the reassignment of employees, the need to tell the Filipino teachers if the district is going to sponsor their visas, school bus routes and the need for a policy regarding who gets routes and how, as well air-conditioned buses assigned for the long routes. She also noted that substitutes are being placed in classrooms when retirees could be used. She asked that these things be addressed.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Dr. Mary Nash-Robinson presented the proposed agenda for the board's consideration. President Priest announced that items 6.01-6.05, 8.01-8.04, 8.06 and 8.08 are the consent agenda. Items postponed included OT/PT Pay Schedule and Readdress Contractual Relationship with SunGard. Mr. Rachal provided backup information for beginning the process to rename a portion of the

Youree Drive Middle School grounds for Coach Knox. Mrs. Armstrong also stated for the record she is postponing her item on the contractual relationship with SunGard to allow them additional time to work with the superintendent and staff and honor the agreement; and if they do not, she will bring it back for possible litigation. *Mr. Riall moved, seconded by Mr. Hooks, approval of the agenda and consent agenda for the September 20, 2011 CPSB meeting. Vote on the motion carried unanimously.* The following is a summary of the board's action on consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the following personnel recommendations as recommended by the superintendent and submitted in the mailout: (1) Mary J. Harris, principal, South Highlands Elementary Magnet; (2) Rosalind Glover-Bryant, supervisor-Title 1 Compliance-Parent/Community Involvement; (3) Amanda Mosley-Blackford, assistant principal of administration, Hamilton Terrace Learning Center; and (4) staffing of vacant positions in critical shortage areas with return-to-work retirees.

6.02 Requests for Leaves. The board approved the following requests for leaves (certified and classified) as recommended by the superintendent and included in the mailout.

Certified

Leave Without Pay, August 16, 2011-October 26, 2011

Shaneka Harvey, Teacher, North Highlands, 10.5 years

Sabbatical Leave (Study), January 17, 2012 – May 31, 2012

Kelly Jagot, Teacher, Fairfield Elementary, 9 years

Classified

Catastrophic Leave, September 12, 2011-October 25, 2011

Lesa Bowlin, Bus Driver, Transportation, 10 years

6.03 Other Personnel Transactions Reports. The board approved Personnel Transactions Reports for the period of July 21, 2011 – August 20, 2011 as submitted in the mailout.

6.04 Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of administrative contracts for the following administrators as recommended by the superintendent and submitted in the mailout: Janet Holliday, Mattie Bell, Phillip Givens, Betty Johnson and Allison Hammond.

6.05 Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as submitted in the mailout and recommended by the superintendent.

Item No. 8

8.01 Approval of Renaming the Professional Development Center the Wanda L. Gunn Professional Development Center. The board approved renaming the Professional Development Center the Wanda L. Gunn Professional Development Center.

8.02 Begin the Process of Renaming a Portion of the Youree Drive Middle School Grounds for Coach Tom Knox. The board authorized staff to begin the process for renaming a portion of the Youree Drive Middle School grounds for Coach Tom Knox.

8.03 Special Education Interagency Agreements and Contracts. The board approved the special education interagency agreements and contracts as submitted by staff in the mailout.

8.04 Approval of Job Descriptions (Graduation Coach and TAP Coordinator). The board approved the job descriptions for Graduation Coach and TAP coordinator as recommended by the superintendent and submitted in the mailout.

8.06 NCLB/IDEA Combined Grant. The board approved the NCLB/IDEA combined grant as recommended by staff and submitted in the mailout.

8.08 Recommendation of Termination of Probationary Teacher. The board approved the superintendent's recommendation for termination of a probationary teacher as submitted in the mailout.

REQUEST TO HEAR APPEAL IN ACCORDANCE WITH CPSB POLICY GCB-R

Mr. Ramsey moved, seconded by Mrs. Trammel, to note in the record the employee's claim of retaliation and to require the superintendent or the superintendent's designee to monitor and make sure no retaliation occurs against the employee in the future. Mrs. Crawley asked if there will be a hearing and Ms. Priest explained it means there will not be a hearing. Vote on the motion carried unanimously.

OT/PT PAY SCHEDULE

Mr. Rachal explained he pulled this item and asked staff to provide the dollar amount for returning the 12-month OT/PTs to the original salary configuration as was done for the 9-month OT/PTs. He will bring this item back when information on the impact on the budget is provided.

APPROVAL OF TITLE I JOB DESCRIPTION (BUDGET COORDINATOR/ ADMINISTRATIVE ASSISTANT TO TITLE I DIRECTOR)

Mrs. Bell moved, seconded by Mrs. Crawford, to approve the Title I job description for budget coordinator/administrative assistant to the Title I Director, as submitted in the mailout. Mrs. Bell clarified that she supports approval of this job description since it is not a new job but is a position no longer funded by the General Fund but by Title I funds. Mrs. Crawford reiterated her support because it is a change in the job description and is funded by Title I. Mr. Rachal asked if there is a change in the grade and pay scale and Mr. Lee responded there is no change and is only being done so that this position can be moved from the General Fund to the Title I fund. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Mary Nash-Robinson, on behalf of the superintendent, encouraged board members to attend the United Way kick-off breakfast at East Ridge, 7:30 a.m., Friday, September 23rd. Board members were also invited to attend a reception honoring Dr. Sara Ebarb for her 28 years in Caddo Parish and congratulating her on her new assignment as superintendent of Sabine Parish Public Schools on Thursday, September 29th from 3:30-5:30 p.m. in the board room. Dr. Ebarb expressed her appreciation to Caddo for the opportunities afforded her during her tenure with Caddo Parish Schools and the experience she takes with her that she knows will help her make good decisions in the future. Dr. Robinson also announced that Eden Gardens Elementary Magnet School was recently recognized as a Blue Ribbon School of Excellence.

ANNOUNCEMENTS AND REQUESTS

Board member Hooks, Trammel, Crawley, Bell, Armstrong, Green, Priest and Ramsey extended their congratulations to Dr. Sara Ebarb on being named superintendent in Sabine Parish and

expressed appreciation for the outstanding job she has done for the past 28 years in serving the students in Caddo Parish.

Mr. Hooks asked why he has not received answers to his requests and stated he would like to get this information.

Mrs. Crawley asked that staff provide her with a list of all classes that have long-term or permanent substitutes and also that consideration be given to closing the Central Office cafeteria and that staff provide information on the cost and funding source for the cafeteria.

Miss Green expressed appreciation to Mr. Woolfolk and Mr. Jones for assisting her in resolving a bus issue.

Adjournment. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:28 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

October 4, 2011

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, October 4, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Bell led the invocation and Pledge of Allegiance.

PRESENTATIONS

Superintendent Dawkins shared with the board information on the release of letter grades on Wednesday and reminded the board that in December 2010, BESE set the standards for earning letter grades replacing the “star” system. Information in summary data will be sent to the board once it is received. Principals will also send letters home to parents indicating the specific grade their school will receive, as well as impressing upon the staff that this grade does not reflect the hard work and uniqueness of each of Caddo’s schools.

Sci-Port. Representatives from Sci-Port shared an opportunity for Sci-Port to bring in a traveling exhibit called *Bodies Revealed*. It was stated that they desire to cover this exhibition in an appropriate and beneficial manner for all the students since it is an exhibition of real human bodies that are preserved and meticulously dissected to reveal different parts of the human anatomy. The exhibit will open January 28th and will run through the end of May. School programs have been organized, i.e. free teacher workshops including special workshops to enhance the educational information as well as how teachers can take it back to the classroom, special speakers from LSUHSC, a special medical careers, etc. It was explained that Sci-Port worked very hard to get the lowest admission rate possible for the public and for the students, and children’s tickets are \$9.00 and it covers an hour class in the *Bodies Revealed* exhibit and entrance into Sci-Port with teachers getting in free. Regarding questions on the exhibit, it was reported that the specimens are anatomically correct and there is nothing overly emphasized, even though nothing is left out. It was also reported that families donated the bodies specifically for education and public display.

Ms. Priest shared that she serves on the Sci-Port Board and had the opportunity to view the proposal as it relates to the exhibits and she believes it to be very beneficial especially to students interested in entering a field in science, forensics, kinesiology, etc.

2011-12 Corrective Action Plan. Dr. Dawkins reminded the board that the CAP has been in place for approximately three years and while we do see progress toward being able to exit this plan, there are some areas that staff continues to work on. Pam Barker, director of special education, shared a recap of the 2007 settlement agreement, specific schools targeted that are still receiving support, and additional supports from a special education standpoint. Ms. Barker stated that in 2006, Southern Poverty Law Center, an advocacy group out of New Orleans, filed a lawsuit on behalf of specific students in Caddo Parish; students classified with an exceptionality of ED (emotionally disturbed), citing issues of non compliance. When the State Department received this information, they began to investigate and an initial on-site monitoring was conducted in November 2007. The Department of Education required that an independent counsel or consultant be put into place to address the focused monitoring report and issues of non-compliance, and develop a corrective action plan. Ms. Barker explained that some of the issues addressed in 2007-08 that began the corrective action plan process had to do with FAPE (Free and Appropriate Public Education) and they looked at IEPs and documentation as well as Behavior Intervention Plans, Manifestation Determination Process, and other issues dealing with

the disciplinary process that occurs when a student with a disability is suspended or there is a disciplinary infraction (i.e. discipline procedures, documented evidence, documentation of progress for all students with disabilities). She reported that the need for increased parental involvement was addressed from the area of working with parents and students through the IEP process, appropriate related services such as counseling, occupational therapy, physical therapy, and speech services. Also, increased access to LRE (least restrictive environment), giving students with disabilities access to the general education setting and curriculum whenever possible and when it is not, documented by staff as to why it is not. Ms. Barker reported that in 2008, the Department of Education met with Caddo regarding references on other consulting firms and the firm that Dr. March is with was hired. In May, implementation and design of the corrective action plan began and roles and responsibilities were identified. The first CAP was developed and submitted in July, 2008, and each year following, to the State Department for approval. The agreements of this initial plan were to increase the duration of counseling as it is a related service, which means the social workers, school psychologists, and other mental health providers must provide 60 minutes of related service as a counseling part of the IEP and document it on the IEP. She explained that in addition to discipline, there was also a need for district-wide professional development. Ms. Barker also explained a specific part of the original CAP was the district purchasing and implementing a student data management system (JPAMs). The PBIS (Positive Behavior Intervention Support) coincided with what the State determined was required for all districts and was also implemented as a part of the CAP and included all the special ed pupil appraisal staff, teachers, paraprofessionals, and any other person who might have disciplinary procedures responsibilities. Specific strategies and objectives for significantly reducing the number of suspensions and expulsions of all students, especially those classified with a disability, are what continues today to be one of the largest areas addressed in the Corrective Action Plan.

Ms. Barker said this is a highlight of the educational benefits with students with disabilities and exceptionalities and how often and how long students are removed from the classroom for longer than 10 days and placed at an alternative campus and what continued educational opportunities are being offered to these students, i.e. remediation opportunities. She explained that each of the CAPs have addressed each of the six major goals and the 2011-12 CAP is no different. She also explained that each one of the goals has been approved by the Department of Education and each one aligned with the original NSA (Negotiated Settlement Agreement). The goals include (1) Communicate the NSA to the school board community and each administrator has completed and turned in this documentation; (2) Parents and Parental Advisory Board and establish CAP leadership team; (3) Implementation and strategies of PBIS and what is being done to support staffs and students in the school; (4) Educational Services and Benefits documented and provided to students based on their need; (5) Individual Remedies to Address All Areas of Non-Compliance identified in the monitoring report and continue to insure that those areas are being addressed; and annual review of IEPs to ensure if students with disabilities are removed for more than 10 days that the services are continued; and (6) implementation and maintenance monitoring and ongoing improvement of the CAP to ensure that Best Practices and progress continue and is documented accurately. The Parental Advisory Board also convenes quarterly to address information relative to the CAP.

Ms. Barker also shared with the board that since 2007-08 the overall suspension rate has improved from over 33% the first year to 26% the next year, and 16.32% this past year. She explained that the State has the data and the research that a school district should be below an average of 15% and Caddo is close to where it needs to be. For the upcoming year, schools in need of additional support have been identified and the special education staff is working to develop an active CAP within the school to assist them in utilizing their data, where the suspensions are occurring and determine what specific intervention strategies are in place or can be put into place to help them; and Ms. Barker highlighted some of the schools' specific statistics

and areas in which they have shown improvement and/or areas in which schools need additional help.

Ms. Barker reported that one of the next steps will be to maintain and establish PBIS teams for pre-intervention support. They will also determine if intensive and academic behavior support for students with disabilities is needed as well as for regular at-risk students. In looking at the district policies for monitoring suspensions and developing pro-active strategies, staff looks at what is being done specifically and proactively to help these students. She also highlighted the proposed budget and explained that she included in the budget a percentage of the Corrective Action Plan in stimulus money which expired September 30th, thus all the services provided up to September 30th were from the stimulus funds and the remaining CAP amount will come from the IDEA budget, a total of \$612,000.

Mr. Hooks asked Ms. Barker what was the driving factor for getting the suspension rate so low in 2011? Ms. Barker stated that it was a collaborative effort with the site-based behavior intervention specialists under Dr. Barzanna White, the school staffs working in conjunction with the behavior intervention specialists as well as special education staff, school psychologists, social workers, educational diagnosticians, instructional specialists looking at the individual school suspension data and developing interventions that target the areas of need. She also explained that she believes that everyone being focused on how we can best serve students is also an important factor. Mr. Hooks commended Ms. Barker and the Special Education Department for the outstanding job they are doing.

Mrs. Crawley asked Ms. Barker about the suspension rates (10%, 15%, 20%) and can she differentiate between students who are repeatedly suspended versus if it is different students every time being suspended? Ms. Barker said absolutely and they look at the school's corrective action plan and the patterns of removals, the specific students, the timeframe of removals, and the actual infractions and why. Mrs. Crawley asked if the board can know by looking at the numbers provided if it is 20% of the body or is it the same people? Ms. Barker responded that it is cumulative. Mrs. Crawley asked if 5% could be getting 20% of the suspensions? Ms. Barker responded that is correct. Mrs. Crawley added that of all the schools in the district, Byrd may have a high suspension rate, but she never hears anyone say they are afraid to go into Byrd or that the kids are running the school. She also stated that it is important that we do not lose sight of good school behavior and work with the parent, the student, the teacher, and the principal so that students that show up are behaving. Mrs. Crawley asked if students are ever transferred from one school to another? Ms. Barker said they are and her staff tracks specific student data so when looking at individual schools, they are looking at specific student data.

Mr. Rachal asked if the percentage is a number from the student population or from the total number of suspensions? Ms. Barker clarified that it is the number of students (student population) suspended at least one or more days, and it could be the same student over and over again. Mr. Rachal asked if it is correct that for a school to be removed from the CAP, the percentage must be at the National average of 13.3%? Ms. Barker said that is not correct and that it is an overall 10%, 15% or 20% based on whether it is elementary, middle or high school. Mr. Rachal asked about the reference to 13.3% and Ms. Barker explained that is the National average; however, because we have such large schools, we look at 10% for elementary, 15% for middle, and secondary schools at 20%. Mr. Rachal also asked about parental requirements in this process? Ms. Barker responded there is nothing formally written in the Corrective Action Plan. Mr. Rachal asked would this not be relevant and helpful and Ms. Barker said it probably would; however, the constraints of the Corrective Action Plan were part of the negotiated settlement agreement that Southern Poverty Law Center made with the State Department of Education. She further explained that activities have changed throughout the course of the CAP each year, but the main goals were a part of the negotiated settlement agreement and cannot be changed. Mr. Rachal asked if that is not something we could add and Ms. Barker verified we

can. Mr. Abrams explained that the district's goal is to get out from under this plan this year; and if we put this in the plan and can't figure out a way to get parents to come to these meetings, it will become a goal that they say we did not meet. While it sounds good, Mr. Abrams said we do not want anything added that will keep us from getting out from under this plan. Dr. Dawkins added that he believes discussion around parents helping can occur in the Parental Advisory Committee meetings and may need to be a part of the settlement. Ms. Barker stated that part of the process of providing the interventions and supports through the IEP process requires parental involvement and requires three notices to invite the parent to attend. Staff is monitoring this and encouraging parents to come to the table and be a part of the process. Ms. Barker said that the board members are invited to be a part of the parental advisory committee and should receive copies of meeting notifications. In November, Ms. Barker announced a Parent Resource Day will be scheduled for a Saturday and outside agencies brought in to help present information on outside sources that will help students. Mr. Rachal recognized that out-of-school suspensions have dropped 50% in four years and he believes this is incredible. Ms. Barker added that progress has been made, but there is still progress to be made; and once the CAP is gone, it is important for students that these Best Practices remain in place with fidelity. Mr. Rachal suggested that the superintendent ask the school principals their thoughts on this program.

Mrs. Bell asked staff to explain the cumulative number listed, i.e. for Huntington High School? Ms. Barker explained that the cumulative means that throughout the school year students are either dropped or added so at any point in time if anyone looked at the total number, the cumulative would be the larger number; the mobility was that 40% of the initial enrollment transferred in or out. Mrs. Bell asked about the October 1st enrollment listed and Ms. Barker responded that is their SPED enrollment as of October 1, 2010, which was 9.8% of the enrollment. She also further explained the breakdown of numbers provided per school – the percent of SPED students suspended one or more days with out of school suspension, the number of site monitoring visits by Dr. March and his team of consultants to provide intensive support and talk about what is being done for the students (academic and behavioral). Mrs. Bell also asked about the 100 SPED students and does this number include Gifted and Talented students? Ms. Barker said no and that the 100 only includes students with disabilities. Mrs. Bell asked if the 100 SPED students were tested with the regular education students, and Ms. Barker responded that is correct. Mrs. Bell said she wants people to understand that these numbers are calculated with the regular education students and asked if it is possible to separate these scores? Ms. Barker explained that they cannot and in the AU reports there are sub group reports that break down the scores for students with disabilities. Mrs. Bell asked Superintendent Dawkins if the board can receive the new enrollment broken down to indicate special education students.

Miss Green asked about the reference to 2008 and if that is when this program began and Ms. Barker clarified that is when it began. Miss Green asked if there is a major difference between 2008 and now? Ms. Barker explained that with the CAP, the same six primary goals are in place and the only major difference is the activities submitted each day.

Mr. Hooks again reiterated how all schools went in with autism in regular education even though it was not used as a crutch. He encouraged the board to be mindful of the increase in scores during this time and that everyone is the same.

Dr. Dawkins expressed his appreciation for the staff team that works very hard in this area.

Financial Update. Jim Lee, director of finance, shared with the board an update on the district's financial status. He presented preliminary results for the school year just completed on June 30, 2011, and noted that he uses the word "preliminary" because the outside auditors are still working on finalizing their presentation to the board in November or December. He reminded the board that the original budget staff presented for 2010-11 reflected a deficit spending of \$29 million and an undesignated fund balance of approximately \$4 million. At this time, the

preliminary results indicate that deficit spending will only be \$6.2 million and the undesignated fund balance will be \$27 million. Mr. Lee presented a three-year comparison – 2009-10 actual, 2010-11 preliminary and the budget for 2011-12 and highlighted the items in the 2010-11 preliminary column. He added there is still some work to do because the current year budget still reflects deficit spending of \$15.9 million, and the superintendent has charged the staff to continue to work in cost cutting efforts to lower this to a balanced budget. Mr. Lee explained that reducing the \$29 million deficit spending to \$6.2 million is a result of revenue that was not counted on (property tax assessment), sales tax received (\$3 million positive variance), MFP mid-year adjustment of \$2.2 million and reduced expenditures of almost \$5 million because of EduJobs (which was offset by the reduction in MFP from the state), positive staffing variances, utilities. Mr. Lee also reported that results for the 2009-10 and 2010-11 still reflect deficit spending and for 2011-12 the budget is for more than those two years. He explained that the superintendent has met with staff two or three times on next year's budget as well as anything additional that staff can do to continue cost cutting measures and achieve a balanced budget by the end of the fiscal year.

In working on the current year budget, Mr. Lee reminded the board that one of the biggest items that impacts the budget each year, and especially the past few years, is employee benefits, particularly retirement and health care costs. For the current year, the budget reflects an increase in retirement by \$7.6 million and an increase in health care of \$4.6 million, both of which we have limited control over.

Ms. Priest thanked Mr. Lee for his report and the importance of the board receiving these updates on a regular basis so that as the budget process begins there will not be anything the board has not been made aware of. She cautioned that we are still financially in the red and anytime when talking about still spending \$15.9 million more than what we will receive, it is very important to be extremely careful while also making some very tough decisions for the upcoming budget year. She asked Mr. Lee if the standard for a district the size of Caddo is a fund balance of approximately \$17 million or higher? Mr. Lee said that is correct and a general rule of thumb is that a district the size of Caddo should have a minimum fund balance that could cover expenditures for two months, approximately 15-16%. Ms. Priest also asked everyone to look at their own personal checking account and what is in a reserve. Mr. Lee also reminded the board that it should be aware of those revenue items that cannot be counted on from year-to-year, i.e. EduJobs, tax revenue continuing to increase, etc.

Mrs. Crawley asked did the board not pass a motion for a balanced budget for next year to be presented to the board in February? Mr. Lee stated his awareness that staff is to bring information to the board on the budget and Mrs. Crawley stated the information is a balanced budget for the next year. Dr. Dawkins responded that is correct and staff is working on doing that. She also asked about references to subs and if Mr. Lee was referring to subs in the classroom? Mr. Lee responded he is not saying it is a better thing or suggesting that we use subs in the classroom, but only that it is less expensive when we use subs in vacant positions; and when it happens, we have a positive variance. Mrs. Crawley reminded staff that this is not what we want in the classroom, but highly qualified teachers. Mr. Lee said we do not count this in the formula and he is only sharing how we experienced favorable positive variances. Dr. Dawkins said Mr. Lee was only referencing the dollars and cents associated with subs last year.

Mr. Hooks referenced his conversation with the superintendent regarding the approximate 30 teachers in the turn-around program and asked if it is included in this budget. Dr. Dawkins explained that when he had the conversation with Mr. Hooks, the investigation was still in process and further explained that the first year the teachers were given college credit and a stipend and the second year it was college credit; however, that is not a part of this. Mr. Hooks said those teachers were not told this year that they would not be paid and were under the assumption that the second year would be the same as the first. He also said the only difference

this year was the principals did not get paid. Dr. Dawkins said he will get complete information and will get back with Mr. Hooks. Mr. Hooks said he will bring the list to the superintendent on Wednesday morning.

Dr. Dawkins announced that staff will be bringing information to the board on a regular basis.

CPSB Videos. Dr. Robinson announced that staff is excited to share with the board three brief video clips on the following wonderful things happening in the district: (1) We Care Essay Contest, (2) CHILL (Choose Homework Instead of Losing Lunch) Program at Northwood High School, and (3) Red Apple Awards. Dr. Robinson reported that the We Care Essay Contest began yesterday and schools and students are encouraged to participate. The CHILL Program at Northwood High School encourages students to complete their homework; because if they do not they must give up lunch time with their friends to complete it and it has made a significant difference in students completing their homework before coming to class. The Red Apple Awards are being presented to employees in appreciation for going above and beyond the call of duty.

Newly Appointed Administrator. Dr. Robinson introduced Amanda Mosley-Black, assistant principal at Hamilton Terrace, and her family from Magnolia, Arkansas.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE OCTOBER 18, 2011 CPSB MEETING

Superintendent Dawkins stated that presenting the Red Apple Awards to employees was a great opportunity for him and he will be asking board members to join him in the future when presenting these awards.

Dr. Dawkins highlighted items for the board's consideration at its meeting on October 18th and the following discussion ensued.

Personnel Recommendations. Mr. Riall inquired if this is a new position or existing position? Dr. Dawkins explained that it is an existing position vacant due to a retirement.

Requests for Out of State Travel. Mr. Rachal stated that in review of these requests he noted that one states there is no cost and asked if this person is paying their own way? The superintendent explained that this individual is the incoming president of a National Library Association and the organization will fund the expenditures.

Bids (Purchasing). Mr. Hooks asked which schools will receive the new keyboards? Mr. Graham responded that since Dr. Rettelle is out ill, he will need to research and let him know. Mr. Hooks asked which schools will receive the backpacks and supplies? Mr. Graham explained these are for the Homeless Program (Title I) and are assigned by student, not by school.

Virtual School Services. Mrs. Crawford stated her understanding that we are looking for an RFP and asked is the Virtual School not something we can do? Dr. Dawkins said Caddo will keep the MFP; however, the services provided from a software application standpoint in content will come from the RFP and will complement what we do. Mr. Rachal referenced discussion on virtual schools when Walter Lee addressed the board; however, he does not understand the \$200,000 and what it includes. Rosemary Woodard explained this is the software needed in order to offer enough credits for students to earn a high school diploma virtually, and it is actually more content and professional development and gives us the ability to do all high school content on line. Mr. Rachal asked if there is a copy of the RFP and Mr. Graham responded they were only opened today at 10:30 and staff will conduct a scheduled evaluation on Thursday. Dr. Dawkins responded that staff can provide a copy of the RFP. Mr. Rachal shared his excitement

to hear about this option that may help our students. Mr. Abrams clarified that this is not the RFP but the bid coming back and this item is for approval of the actual bid. Mrs. Bell asked for additional information on Virtual Schools. Ms. Seamster also asked for a copy of the RFP and additional information on Virtual Schools. Mr. Riall asked if a child can enroll in a Virtual School and actually graduate without ever entering a classroom in the parish? Dr. Dawkins responded that is correct. Mr. Riall asked if it is correct that under this program the district will be hosting or running a Virtual School, and the superintendent said that is correct. Mr. Riall asked if the cost is a one-time expenditure to purchase the software and will there be maintenance, upgrade costs? Mr. Graham explained that staff will evaluate this in the two bids received. Mr. Riall asked if Caddo will receive the MFP funds for any child that enrolls in this and Dr. Dawkins responded that we do, and it will also expand the options for students already enrolled in Caddo, i.e. those who want to catch up, those who want to advance and take additional courses. Ms. Priest asked Mr. Graham about the expenditures and the possibility of seeing the RFP to see what services they will offer. With Virtual Schools being a reality, she added that she would like for Caddo to be on the front end of this rather than on the back end.

Mrs. Crawley asked if this is for high school only? Mrs. Woodward responded that she believes the proposal is for sixth through twelfth grade and if we enroll at least 50 students we will break even. Mrs. Crawley asked if we must purchase the computers or will the State purchase the computers? Mrs. Woodward explained that the students have the computers and we have the capability of buying and running the program without purchasing the computers as the students are working from home under the supervision of Caddo Parish Public Schools. Mrs. Crawley referenced the advertisement on television that students get a free computer and asked how one receives the free computer – through the State or through Caddo (the ones that receive the MFP funds). Mrs. Woodward said the district would not necessarily have to provide a computer, but the individual providers will furnish the computers. Dr. Dawkins explained that at this time there is a waiting list for people to get in. Mrs. Crawley said it is also something that can be promoted as home school for 6th through 12th grade; and she asked if it is something that could possibly help the suspended students and staff responded absolutely. Mr. Riall asked if there are any Dual Enrollment possibilities with Virtual Schools? Mrs. Woodward explained that is a different type of partnership and we are offering this type of Distance Learning at the current time.

Salvage Sale. Mr. Hooks asked if furniture will be sold in the salvage sale? Mr. Graham said we are not currently as all the schools that have been off-lined those items have gone to open schools and the equipment and furniture in the salvage sale are approximately three or more years old, i.e. old monitors. Ms. Seamster asked if salvaged furniture and supplies are offered to the staff before being placed in the salvage sell. Mr. Graham responded that is correct and that annually a list of items is provided to the schools and employees have approximately two weeks to notify his office and make arrangements to pick the items up.

General Fund Budget Revision. Ms. Priest reported that she has had the opportunity the past two years to meet with the external auditor and one of the things the auditor mentioned was how good it is that Caddo receives budget revisions throughout the year, because a lot of school districts get a list of budget revisions at year end.

Approval of Resolution Incurring Debt and Issuance of \$20,707,000 of Qualified School Construction Bonds. Grant Schleuter of Foley, Judell (Bond Counsel) explained that this is the second series of qualified school construction bonds and is the last series available to the school board. These are part of the 2009 stimulus bill and it allows for two bond issues at zero (or near zero) percent interest. Mr. Schleuter stated that Caddo was one of the first school systems in 2009 to take advantage of this program and of the allocation from the Feds of \$17.359 million, the district will actually pay back only \$14.9 million. Compared to a similar financing of 15-years with an interest rate, the savings on the \$17 million borrowed is over \$8 million. The

program is being discontinued, as Congress did not renew it and the amount that can be borrowed has been increased from the \$17.359 million to the \$20,707,000 and similar results are expected at the next board meeting with a purchase commitment. The final terms will be announced at the next board meeting since the final terms are determined on that date. He reminded the board that it is a very good program and there is no cheaper financing available and basically amounts to a 50% grant on school construction.

Mr. Rachal asked if he understands correctly that the existing budget includes allocation in the capital projects fund to pay back these amounts and this will not be an addition. Mr. Lee verified there will be no impact on the General Fund budget; because, even though we are pledging money from General Funds, the payment will actually come from Capital Projects and it is budgeted.

Mr. Riall asked if Caddo's bond rating has changed because of the district's budget deficit? Mr. Lee stated that we are still at AA-.

Rewording of Youree Drive and Broadmoor Magnet Component Resolution. Mrs. Crawford shared with the board a copy of proposed revisions in the Youree Drive/Broadmoor Magnet Component policy and that instead of students just walking into this magnet component, students living in these neighborhoods can test to attend a magnet and can request to go to Broadmoor or Youree Drive rather than Caddo Middle Magnet or Herndon. She explained the first cut will be for Middle Magnet and the remaining students will be to go to Youree Drive and Broadmoor. She further explained it will still cap out of district students at 25.

Mrs. Bell asked for verification and if this is only for the magnet component within the school and Mrs. Crawford said that is correct. Mr. Abrams explained that when the board originally approved this, it was on a first-come, first served basis at Broadmoor and Youree and the result is parents are camping out and in his opinion there is potential for abuse. With this revision, students who want to get into a magnet component will now take the same type test and be placed on a list and given a fair chance to get in. He added they will also recognize Broadmoor is a school that has a magnet component and they can attend; however, it will control how the students are getting in and assure that it is done correctly. Mrs. Bell asked Mr. Abrams if the other schools with magnet components have criteria for entrance, i.e. Caddo Middle Career & Technology requires a 2.0 GPA. Mr. Abrams noted that this will only change the way it happens to get into Youree Drive – the first 25 in line get in; and this will give the students the opportunity to test into the magnet component the same as they would in other magnets. The limit of 25 from outside the neighborhood school district was set by the board in 2006; but if 100 students living inside the neighborhood school district (of Youree and Broadmoor) test for the magnet component and all 100 pass, they all will be in the magnet component at their neighborhood school.

Mrs. Crawley asked for clarification and if a student tests to get into Middle Magnet and the school can accept 200 6th graders; but the student is not within the top 200 but within 225, will that student be offered Youree Drive or Broadmoor? Mrs. Woodward explained that the intent is to standardize the procedures and yes they would be offered their second or third choice, the same as in elementary. Mrs. Crawley asked if Broadmoor is at capacity, because if they are not, consideration might be given to increasing the numbers.

Mr. Hooks asked why CMCTC is not on this list since they have a magnet component? Dr. Dawkins explained that this is not staff's motion and it is something Board member Crawford has been working on for some time. Mr. Hooks asked Mrs. Crawford if she would consider adding CMCTC. Mrs. Crawford explained that this is addressing something the board implemented in 2006 and it only included Youree and Broadmoor and she is asking that the board consider amending the original resolution and attempt keeping the neighborhood students

who can't get into Middle Magnet rather than losing them to private schools because their option may be Herndon and parents do not want to drive to Herndon. Mr. Hooks stated he understands because he knows the students at in the CMCTC neighborhood were not allowed to attend unless they met the criteria. He added that he asked the question because CMCTC draws students from across the parish. Mrs. Crawford clarified that this proposal is strictly aimed at neighborhood children. Mr. Ramsey asked the superintendent how will siblings of the 25 students outside the attendance zone be affected since there is a limit of 25 students from outside the schools' attendance zones? Mrs. Woodard stated that the siblings will be permitted first and then after siblings others are offered a spot based on their scores, the same as the other magnet programs. Mr. Ramsey asked if it is possible that all 25 slots could be filled by siblings? Mr. Abrams responded probably not and his suggestion would be to not use the sibling rule and he would like to discuss this further. Mr. Ramsey stated that he is not opposed to it, but he believes the question will be asked. Mrs. Woodard stated that is the current procedure for magnet entrance, if the siblings qualify because the siblings still have to meet a baseline score. Mrs. Scruggs explained that because of the low number Youree accepts, they do not use the sibling preference. Ms. Trammel stated that since she is under the impression that magnets are to attract, will this not be a method to attract more students to these schools by pulling in more students from the overflow of students at Youree? Mr. Rachal referenced Mr. Hooks' comments and interest in CMCTC and how it could be effective in the future to include others.

Mrs. Bell asked for further clarification of the acceptance of siblings and if 25 siblings pass the test, will that be the limit of students outside the attendance lines that can be accepted. Mr. Abrams stated that the motion will need to be clear that the board does not intend to give a sibling preference on the 25 and it will be ranked scores.

CPSB Meeting (December 20). Ms. Priest announced that the regular CPSB meeting in December is scheduled for December 20th, which falls during the Christmas Break so it is necessary to change this meeting and she is recommending that it be changed to December 13th, with the work session on December 6th. Mr. Hooks asked if the superintendent and staff revisited the January 1st holiday on the school calendar? Dr. Dawkins stated that staff does not recommend changing it based on the number of days in the calendar and he will provide an explanation.

OT/PT Pay Schedule. Mr. Rachal stated he is waiting on additional information from staff as this will have an impact on the General Fund. Once he receives the additional information, he will determine if it will be necessary to pull or postpone this item. Mrs. Crawley asked if we have gone through the company that conducted the compensation study since we are paying them to re-evaluate? Mr. Lee said he has not discussed with them, but possibly Human Resources has. Mrs. Crawley asked is that not the procedure for changing a salary schedule? Dr. Dawkins stated that he understands that the company made the recommendation. Dr. Robinson explained that the salary in place is what was recommended by Jeff Rahmberg and Associates and adjustments made by board action. Mrs. Crawley stated that she is aware that the board has revisited a few times to correct certain ones that did not seem right. Dr. Robinson stated that staff will resubmit it to Jeff Rahmberg for reconsideration.

ADDITIONS

Ms. Priest announced that the superintendent asked that the 2011-12 CAP be added to the agenda.

CONSENT AGENDA

Ms. Priest recommended the following items for the consent agenda: 6.01, 6.05, 7.01-7.03, 8.01-8.03, 8.06, and 8.08. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda*

and consent agenda for the October 18, 2011 CPSB meeting as presented. Vote on the motion carried unanimously.

ANNOUNCEMENTS

Mrs. Crawford announced that the directors for District 4 and 5 have set up a meeting for LSBA to interview different candidates for BESE on October 18th at 6:00 p.m. at the Exacta Inn. Due to the CPSB meeting being held on that evening, it may be necessary to schedule another time for the CPSB members.

POLL AUDIENCE

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on matters of concern to the Federation. She shared information on an educational forum scheduled for Thursday, October 6th in the auditorium at the Fairgrounds. At this time all the candidates will be present to answer questions. Mrs. Lansdale stated that on Saturday, October 8th, Caddo employees will present to new teachers in the district various strategies that might be helpful during the school year. She also reminded the board that a lot of the data received on the suspensions is as good as the input and there have been instances where the data was not as clean as it should be and noted some of the discrepancies in particular instances. Regarding the virtual platform, she reported on a visit with the superintendent about a young man they assisted in becoming involved in this and the opportunity for him to complete high school. She encouraged the board to encourage more students to participate in this program. She stated that if the OT/PT Pay Schedule issue is being referred back to a committee, she believes those affected should be the one to submit it; and she would like to not only be a party to that, but to also bring to the board's attention that it is counterintuitive to her that the board would ever base anyone's salary from a medical profession on a teacher's salary schedule and that is what this has been based upon.

Dr. Dawkins referenced the invitation at board members' stations to the Junior Achievement Hall of Fame Banquet and asked that board members indicate whether or not they would like to attend. Dr. Dawkins also commended the dyslexia staff on Saturday for the workshop conducted at Broadmoor Middle School, as well as the partnership between Home Depot and Southern Hills and the campus cleanup at Southern Hills on Saturday.

Mrs. Bell expressed appreciation to Title I and the staff for the outstanding parental staff work shop.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:02 p.m.*

October 18, 2011

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 18, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Debra Seamster, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, 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 THE MINUTES OF THE SEPTEMBER 20, 2011 AND OCTOBER 4, 2011 CPBS MEETINGS

Mrs. Bell moved, seconded by Ms. Seamster, approval of the minutes of the September 20, 2011 and October 4, 2011 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Dr. Mary Nash-Robinson, on behalf of the board and superintendent, recognized the following students/employees. The board president and superintendent presented each with a certificate recognizing their accomplishment. Administrators, family and friends were also recognized.

JROTC: Lt. Col. Daniel Durr recognized the following Caddo students: (1) Cadet Avalon Collins, Green Oaks, appointed Caddo Parish Corps Commander; and (2) Cadet Rueben Cheng, Caddo Magnet High School and (3) Cadet Shamariah Jacobs, Captain Shreve High School for receiving the JROTC Legion of Valor Bronze Cross for Achievement Award.

DECA Awards. Sam Hussein, DECA President, Byrd High School Chapter, was recognized for participating in a number of service activities in the community, as well as for writing a letter to the Superintendent regarding DECA and its importance in preparing students for business now and in the future.

Support Employee Awards. Cleveland White recognized the following as the 2010-2011 Caddo Parish School Board support employees: (1) (Elementary Division) Patricia Johnson, aide at Cherokee Park; (2) (Middle School Division) Priscilla Marshall, special education teacher's aide at Caddo Middle Career & Technology; (3) (High School Division) Bruce Pennywell, groundskeeper, Caddo Career & Technology Center; (4) (Academic Affairs) Laverne Coleman, Secretary, area school director; (5) (Support Services) Johnny B. Cannon, Jr. crew chief in Maintenance Department; (6) (Human Resources) Dawn Porteau, secretary in 504 Special Services Department; and (7) (Superintendent's Division) Benjamin Matthew Isgitt, media specialist, Communications & Marketing.

Counselors of the Year. Karen Rothel, Riverside Elementary, and Carol Brill, Caddo Magnet High, were recognized as Louisiana Elementary Counselor of the Year and Louisiana Secondary Counselor of the Year, respectively.

Blue Ribbon School. Eden Gardens Elementary Magnet was recognized for being named a Blue Ribbon School by the U. S. Department of Education.

2011 Professionalism Award. Attorney Reginald Abrams was recognized as the Shreveport Bar Association's 2011 Professional Award Recipient.

National School Bus Safety Week. Proclamations from Governor Jindal, Mayor Glover, and the Caddo Parish Commission were presented to Otis Jones, director of Transportation, in recognition of October 17-21 as National School Bus Safety Week, and Thursday, October 20th

as School Bus Driver Appreciation Day. Carl Pierson of the Caddo Parish Commission read and presented the proclamation on behalf of the Commission.

Newly Appointed Administrators. Dr. Mary Nash Robinson introduced the following newly appointed Caddo Parish administrators: (1) Rosalyn Glover-Bryant, Supervisor of Compliance, Parental and Community Involvement; and (2) Mary Harris, principal, South Highlands Elementary Magnet School.

Dr. Robinson also announced that Kristan Schneider, Communications secretary, will be leaving Caddo to pursue other endeavors. Students from the Captain Shreve High School broadcasting class were recognized as being in the audience recording portions of the meeting.

VISITORS

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, expressed appreciation to the superintendent and staff for addressing concerns of the Filipino teachers, for the superintendent's agreement to ask the Discipline Review Committee to strategize on areas relative to school safety issues, i.e. assault and battery on school employees and identifying weapons, and for assistance offered to help a student enroll in an online program and not become a drop-out statistic. Mrs. Lansdale reported that the Federation continues to hold academies for new teachers and the numbers continue to grow, with the next workshop on strategies for effective classroom management scheduled for November 12th. She also noted the following areas of concern: (1) how teachers and employees are being treated at the school site and the possibility of implementing climate surveys at each work site to hopefully define areas in which changes can be made to ensure better working and learning environments, and (2) escalation of the cry of special education teachers who are receiving more and more edicts and loaded down with mounds of paperwork. She also expressed appreciation for the sponsorships in the Federation's first education forum.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration asking that Virtual Services be postponed to the November meeting. Grant Schleuter, bond counsel from Foley, Judell in New Orleans, shared that Jim Lee and Superintendent Dawkins worked closely with Chase Bank and received the 0% interest rate for the QSCB (Qualified School Construction Bonds). To his knowledge, he added that Caddo is the only district receiving the 0% interest rate on these bonds for both bond issues. Mr. Schleuter also reported that for the \$20,707,000 in bonds, the district will pay back roughly \$17.8 million.

CONFIRM THE CONSENT AGENDA

President Priest announced that Items 6.02-6.03, 6.05, 7.03, 8.01-8.06 and 8.08 are the consent agenda. *Mr. Riall moved, seconded by Miss Green, to approve the agenda and consent agenda for the October 18, 2011 CPSB meeting. Vote on the motion carried unanimously.* The following is a summary of the board's actions on the consent agenda items.

Item No. 6

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

Certified

Catastrophic Leave, September 7, 2011-October 18, 2011

Racheal Knudson, Teacher, Newton Smith 6th Grade Academy, 5 years

Sabbatical Leave (Study) Spring Semester 2012

Andrew Coleman, Teacher, Creswell Elementary, 3 years

Leave Without Pay, August 16, 2011-May 31, 2012

Kay D. Law, Teacher, Huntington High School, 16 years

Leave Without Pay, November 8, 2011-November 11, 2011

Melanie M. Jett, Teacher, Southwood High School, 13 years

ClassifiedCatastrophic Leave, September 2, 2011-September 22, 2011

Willie Harris, Jr., Transportation, Bus Driver, 4 years

6.03 Other Personnel Transaction Reports. The board approved the other personnel transaction reports for the period of August 21, 2011 – September 20, 2011 as recommended by the superintendent and submitted in the mailout.

6.05 Out of State Travel Requests (General Fund). The board approved requests for out of state travel (general fund) as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.03 Purchasing – Annual Salvage Sale. The board authorized staff to hold the annual auction sale of used furniture and equipment on December 10, 2011 as submitted in the mailout.

Item No. 8

8.01 Annual Group Insurance Renewals. The board approved the group insurance renewals as recommended by staff and submitted in the mailout.

8.02 Approval of Beverage Contract(s) – (1) Coca Cola and North Caddo HS and (2) Coca Cola and Green Oaks. The board approved beverage contracts for Coca Cola and North Caddo High School and Coca Cola and Green Oaks as recommended by staff and submitted in the mailout.

8.03 General Fund Budget Revision. The board approved the General Fund Budget Revision as recommended by staff and submitted in the mailout.

8.04 Approval of Resolution Incurring Debt and Issuance of \$20,707,000 of Qualified School Construction Bonds. The board approved the following resolution incurring debt and the issuance of \$20,707,000 of Qualified School Construction Bonds as recommended by staff and submitted in the mailout.

RESOLUTION

A resolution providing for the incurring of debt and issuance of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of Revenue Bonds (Taxable QSCB), Series 2011, 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.

WHEREAS, the Parish School Board of the Parish of Caddo, State of Louisiana (the "Issuer") is authorized by the State Constitution to levy 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) in each year (the "Tax"); and

WHEREAS, the Issuer has no outstanding indebtedness of any kind payable from a pledge or dedication of the avails or proceeds of the Tax, EXCEPT for \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009 (the "Outstanding Parity Bonds"); and

WHEREAS, Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended authorizes the Issuer to make and enter into contracts dedicating the pledge and dedication of the funds to be derived by the Issuer from the Tax; and

WHEREAS, on April 6, 2010, the Issuer gave its preliminary approval to the issuance of the hereinafter defined Bonds; and

WHEREAS, the Issuer now desires to incur debt and issue Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of its Revenue Bonds (Taxable QSCB), Series 2011 (the "Bonds"), in the manner authorized and provided by the aforesaid sections of the Louisiana Revised Statutes of 1950, as hereinafter provided, 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; and

WHEREAS, an offer to purchase the Bonds has been submitted by JPMorgan Chase Bank, N.A., and the Issuer desires to accept the terms of said offer and provide for the sale of the Bonds to the purchaser at the price and in the manner hereinafter provided; and

WHEREAS, it is the desire of the Issuer to fix the details necessary with respect to the issuance of the Bonds and to provide for the authorization and issuance thereof; and

WHEREAS, it is the further desire of the Issuer to provide for the sale of the Bonds to the Purchaser at the price and in the manner hereinafter provided; and

WHEREAS, the Issuer further desires to qualify said Bonds under Section 54F of the Internal Revenue Code of 1986, as amended, as Qualified School Construction Bonds; and

WHEREAS, pursuant to the QSCB Regulations (herein defined), the Issuer has received an allocation of \$20,070,000 for calendar year 2010, which amount has been held over to calendar year 2011;

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) Definitions. As used herein, the following terms shall have the following meanings, unless the context otherwise requires:

"**Act**" means Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority.

"**Additional Parity Obligations**" means any additional *pari passu* bonds which may hereafter be issued, pursuant to Section 8 hereof, on a parity with the Bonds.

"**Agreement**" means the agreement to be entered into between the Issuer and the Paying Agent pursuant to this Resolution.

"**Bonds**" means the Issuer's Revenue Bonds (Taxable QSCB), Series 2011, authorized by this Resolution in the total aggregate principal amount of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000), whether initially delivered or issued in exchange for, upon transfer of, or *in lieu* of any bond previously issued.

"**Bond Register**" means the records kept by the Paying Agent at its principal corporate office in which registration of the Bonds and transfers of the Bonds shall be made as provided herein.

"**Bond Year**" means the one-year period ending on each Sinking Fund Deposit Date, provided that the initial bond year may be a period shorter than one year.

"**Cash**" means cash and cash equivalents.

"**Code**" means the Internal Revenue Code of 1986, as amended.

"**Commitment Letter**" shall mean the offer to purchase by the Purchaser attached hereto as Exhibit A.

"**Credit Allowance Date**" means with respect to the Bonds, each March 15, June 15, September 15 and December 15 on which any portion of the principal amount of the Bonds remains unpaid, and includes the last day on which the Bonds are outstanding.

"Credit Rate" means five and fifteen hundredths percent per annum (5.15%), the rate designated by the Secretary of the United States Treasury on the date of this Resolution, which is the date of the Issuer's acceptance of the Commitment Letter of the Purchaser, which Commitment Letter is a binding, written contract for the sale or exchange of the Bonds.

"Date of Issuance" means the date the Issuer receives payment for the Bonds, which is anticipated to be November 16, 2011.

"Event of Default" means the occurrence of any of the following events unless waived in writing by the Owners:

1. a failure to pay the principal of or interest or premium, if any, on any Bond when the same shall become due and payable whether at maturity, upon redemption, or otherwise and such failure continues for two (2) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
2. a failure of the Issuer to make the Principal Account Deposit Requirement on any Principal Account Deposit Date and such failure continues for two (2) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
3. a failure of the Issuer to pay any other amount payable hereunder or with respect to any Bond (other than those specified in (1) and (2) above) when the same shall become due and payable and such failure continues for seven (7) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
4. an Event of Insolvency shall occur with respect to the Issuer;
5. a failure by the Issuer to perform any covenant, agreement or condition set forth in Sections 3(a), 7, 8, 23, 24 or 27 of this Resolution; or
6. a failure by the Issuer in the performance or observance of any other of the covenants, agreements or conditions on its part in this Resolution or in the Bonds, and such failure continues for thirty (30) days after the Issuer's receipt of written notice from the Owner or the Paying Agent unless the Issuer has instituted corrective actions satisfactory to the Owners within such 30-day period and diligently pursues such actions until such default is remedied.

"Event of Insolvency" means, with respect to the Issuer, the occurrence of one or more of the following events:

1. the issuance, under the laws of any state or under the laws of the United States of America, of an order of rehabilitation, liquidation or dissolution of the Issuer;
2. the commencement by or against the Issuer of a case or other proceeding seeking liquidation, reorganization or other relief with respect to the Issuer or its debts under any bankruptcy, insolvency or other similar state or federal law now or hereafter in effect, including, without limitation, the appointment of a trustee, receiver, liquidator, custodian or other similar official for the Issuer or there shall be appointed or designated with respect to it, an entity such as an organization, board, commission, authority, agency or body to monitor, review, oversee, recommend or declare a financial emergency or similar state of financial distress with respect to it or there shall be declared or introduced or proposed for consideration by it or by any legislative or regulatory body with competent jurisdiction over it, the existence of a state of financial emergency or similar state of financial distress in respect of it;
3. the inability or failure of the Issuer to generally pay its debts as they become due;
4. the declaration of a moratorium with respect to the payment of the debts of the Issuer;
5. an authorized Executive Officer of the Issuer shall admit in writing its inability to pay its debts when due; or
6. the initiation of any action in furtherance of or to authorize any of the foregoing by or on behalf of the Issuer.

"Executive Officers" means, collectively, the President and the Secretary of the Issuer.

"Final Maturity Date" means June 1, 2026.

"Fiscal Year" means the one-year accounting period beginning July 1 of each year, or such other period as may be designated by the Governing Authority as the fiscal year of the Issuer.

"Governing Authority" means the Parish School Board of the Parish of Caddo, State of Louisiana for school purposes, and any successor thereto.

"Government Securities" means noncallable direct general obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by, the United States of America, which may be United States Treasury Obligations such as the State and Local Government Series or which may consist of specified portions of interest thereon, such as those securities commonly known as CATS, TIGRS, and STRPS, and may be in book-entry form; provided, however, that no Government Security shall mature or be payable (in whole or in part) after the Final Maturity Date.

"Issuer" or **"School Board"** means the Parish School Board of the Parish of Caddo, State of Louisiana.

"Maximum Annual Debt Service" means the highest amount of principal and interest due on an obligation in any Fiscal Year, provided that if there is outstanding any balloon indebtedness subject to mandatory sinking fund payments or redemptions, such balloon indebtedness shall be calculated as amortizing on the dates and in the amounts such mandatory sinking fund payments or redemptions are required rather than on the date such indebtedness matures; and further provided that if any interest payments due on any indebtedness are to be subsidized by payments paid or to be paid by the United States Department of the Treasury, the amount of such interest payments shall be reduced by an amount equal to the payments paid or to be paid during such period by the United States Department of the Treasury that are pledged as security for such indebtedness.

"Outstanding" when used with respect to the Bonds means, as of the date of determination, any Bond theretofore issued and delivered under this Resolution, except:

1. Any Bond theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Any Bond for which payment or redemption sufficient funds have been theretofore deposited in trust for the owners of such Bond with the effect specified in this Resolution or by law, provided that if such Bond is to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Any Bond in exchange for or *in lieu* of which another Bond has been registered and delivered pursuant to this Resolution; and
4. Any Bond alleged to have been mutilated, destroyed, lost or stolen which may have been paid as provided in this Resolution or by law.

"Outstanding Parity Bonds" shall mean the Issuer's \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009.

"Owner" when used with respect to any Bond means the Person or Persons constituting a taxpayer in whose name(s) such Bond is registered in the Bond Register.

"Paying Agent" means The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Principal Amount" means \$20,707,000, less any amount redeemed as a result of mandatory redemption required pursuant to Section 3(a) of this Resolution.

"Purchaser" means JPMorgan Chase Bank, N.A., Monroe, Louisiana.

"Qualified Purposes" means construction, rehabilitation and repair of public school facilities within the jurisdiction of the Issuer, including equipping of school facilities improved with Bond proceeds.

"QSCB Code Provision" means Section 54F of the Code and applicable portions of Section 54A of the Code.

"QSCB Disqualification Event" has the meaning given it in Section 3 of this Resolution.

"QSCB Regulations" means, collectively, IRS Notice 2009-35 and IRS Notice 2010-17.

"Required Sinking Fund Value" means for each Sinking Fund Deposit Date the corresponding value required as set forth in Section 9 of this Resolution.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

"School System" means the Caddo Parish School Board System.

"Sinking Fund" means the "Parish School Board of the Parish of Caddo, State of Louisiana, Revenue Bonds (Taxable QSCB), Series 2011, Sinking Fund" established pursuant to Section 9 herein.

"Sinking Fund Deposit Date" means June 1st of each year, beginning June 1, 2012 and ending on June 1, 2026.

"Sinking Fund Deposit Requirement" means on each Sinking Fund Deposit Date, a cash deposit, together with any amounts then held in the Sinking Fund, in an amount sufficient to meet the Required Sinking Fund Value for such Sinking Fund Deposit Date.

"State" means the State of Louisiana.

"Superintendent" means the Superintendent of the School Board.

"Tax" means the special tax of seven and ninety-six hundredths 7.96 mills (such rate being subject to adjustment from time to time due to reassessment), and authorized by the State Constitution to be levied and collected annually by the Issuer in each year.

SECTION 2) Authorization of Bond; Maturity. (a) In compliance with the terms and provisions of the Act, the QSCB Code Provision, the QSCB Regulations, other constitutional and statutory authority, there is hereby authorized the incurring of indebtedness of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) for, on behalf of, and in the name of the Issuer, 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. To represent said indebtedness, this Governing Authority does hereby authorize the issuance of Revenue Bonds (Taxable QSCB), Series 2011, of the Issuer, in the amount of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000). Any Bond - issued hereby shall be in the form of a fully registered bond, shall be dated the Date of Issuance, and shall be numbered R-1. Subject to the provisions of Section 3, the Bonds shall become due and payable and mature on the Final Maturity Date.

(b) Payment of Bonds. The principal of the Bonds upon maturity or redemption shall be payable by check of the Paying Agent mailed or delivered by the Paying Agent to the Owner thereof (determined as of the close of business on the day before the Final Maturity Date) at the address shown on the Bond Register upon presentation and surrender of the Bonds at the principal corporate trust office of the Paying Agent. Any Bond delivered under this Resolution upon transfer of, in exchange for or *in lieu* of any other Bond shall carry all the rights which were carried by such other Bond.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration, substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

The Bonds are hereby issued on a parity with the Outstanding Parity Bonds with respect to the avails or proceeds of the Tax, and the Bonds shall rank equally with and enjoy complete parity of lien with the Outstanding Parity Bonds on the avails or proceeds of the Tax in each of the Fiscal Years during which the Bonds and the Outstanding Parity Bonds are outstanding. It is certified that the Issuer has complied with, or will comply with prior to the issuance of the Bonds, all the terms and conditions for the issuance of Additional Parity Obligations set forth in the resolution authorizing the issuance of the Outstanding Parity Bonds.

(c) Designation as Qualified School Construction Bond. In accordance with the QSCB Code Provision, the Issuer hereby designates the Bonds as Qualified School Construction Bonds.

SECTION 3) Redemption Provisions. The Bonds are not subject to redemption or prepayment by the Issuer prior to their stated maturity except as specified in this section as follows:

(a) To the extent that less than 100% of the "available project proceeds" of the Bonds (as defined in the QSCB Regulations) are expended for Qualified Purposes by the close of the 3-year period beginning on the Date of Issuance (or if an extension of such expenditure period has been received by the Issuer from the Secretary of the United States Treasury Department, by the close of the extended period) the Issuer shall redeem all of the non-qualified Bonds within 90 days after the end of such period at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make whole" amount as calculated pursuant to this Section. A partial redemption of the Bonds as described in this paragraph shall reduce the annual Sinking Fund Deposit Requirement payments (described in Section 9 hereof) on a pro-rata basis; and

(b) The Issuer may elect to redeem the Bonds in whole but not in part prior to maturity at its option in the event the Internal Revenue Service issues a ruling, notice or final determination adversely affecting the tax credits related to the Bonds or the Owner obtains an opinion of a nationally recognized bond counsel, subject to review by the bond counsel to the Issuer, that the Bonds no longer constitute "qualified school construction bonds" pursuant to Section 54F of the Code (each a "QSCB Disqualification Event") at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make whole" amount as calculated pursuant to this Section. Redemption of the Bonds by the Issuer pursuant to this Section 3(b) shall occur not later than the 90th day following the QSCB Disqualification Event.

Official notice of such call for redemption of the Bonds, or any portion thereof, shall be given by the Paying Agent by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than ten (10) days prior to the redemption date addressed to the Owner of the Bonds to be redeemed at his address as shown on the Bond Register.

In the event the Bonds, or any portion thereof, are redeemed prior to the Final Maturity Date pursuant to this Section, the Issuer will pay to the Owner thereof the portion of the Principal Amount being redeemed that is held by such Owner, plus a "make-whole" amount to compensate the Owner for any reasonable losses or breakage fees related to such Owner's cost of funds or other costs (including reasonable attorneys fees to the extent permitted by law) incurred by the Owner as a result of such redemption. Further, in the event of a QSCB Disqualification Event, the Issuer shall make, and so long as the Bonds remain Outstanding continue to make, to the Owner on each Sinking Fund Deposit Date, additional payments to the Owner in an amount sufficient, after taking into consideration all penalties, fines, interest and additions to federal income tax (including lost tax credits) that are imposed on the Owner, to maintain the same after-tax yield that the Owner would have realized had such loss or reduction of tax credits not occurred.

SECTION 4) Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bonds or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be of the same maturity.

SECTION 5) Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to wit:

(FORM OF BOND)

No. R -1

Principal Amount \$20,707,000

UNITED STATES OF AMERICA
STATE OF LOUISIANA
PARISH OF CADDO
REVENUE BOND
(TAXABLE QSCB), SERIES 2011
PARISH SCHOOL BOARD OF THE
PARISH OF CADDO, STATE OF LOUISIANA

<u>Bond Date</u>	<u>Maturity Date</u>	<u>Date of Issuance</u>	<u>Credit Rate</u>
_____, 2011	June 1, 2026	_____, 2011	5.15%

The Parish School Board of the Parish of Caddo, State of Louisiana (the "Issuer"), promises to pay, but solely from the source and as hereinafter provided, to:

JPMORGAN CHASE BANK, N.A.

or registered assigns, the Principal Amount set forth above on the Maturity Date set forth above. The principal of this Bond, upon maturity or redemption, is payable in lawful money of the United States of America at the principal office of The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana, or successor thereto (the "Paying Agent"), upon presentation and surrender hereof.

THIS BOND CONSTITUTES A QUALIFIED SCHOOL CONSTRUCTION BOND WITHIN THE MEANING OF SECTIONS 54A AND 54F OF THE INTERNAL REVENUE CODE OF 1986, AS AMENDED (THE "CODE"). SUBJECT TO THE LIMITATIONS OF SECTION 54A(c), A TAXPAYER IS ENTITLED TO A TAX CREDIT AGAINST FEDERAL INCOME TAX (INCLUDING ALTERNATIVE MINIMUM TAX) IMPOSED ON SUCH TAXPAYER FOR THE TAXABLE YEAR THAT INCLUDES THE CREDIT ALLOWANCE DATE. THE TAX CREDIT UNDER SAID SECTIONS 54A AND 54F IS EQUAL TO 25% OF THE CREDIT RATE SPECIFIED HEREON MULTIPLIED BY THE PRINCIPAL AMOUNT OF THE BONDS HELD BY A TAXPAYER ON THE CREDIT ALLOWANCE DATE; PROVIDED, HOWEVER, THAT THE AMOUNT OF THE TAX CREDIT ALLOWED TO A TAXPAYER ON THE FIRST CREDIT ALLOWANCE DATE FOLLOWING THE ISSUANCE OF THIS BOND OR ON THE REDEMPTION OR MATURITY OF THIS BOND SHALL BE PRORATED AS PROVIDED IN SECTION 54A(b)(4) OF THE CODE.

"CREDIT ALLOWANCE DATE" AS USED HEREIN SHALL MEAN EACH MARCH 15, JUNE 15, SEPTEMBER 15 AND DECEMBER 15 ON WHICH THIS BOND IS OUTSTANDING. SUCH TERM SHALL ALSO INCLUDE THE LAST DAY ON WHICH THIS BOND IS OUTSTANDING.

This Bond represents the entire principal amount of an authorized issue aggregating in principal the sum of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of Revenue Bonds (Taxable QSCB), Series 2011 (the "Bonds"), of the Issuer, said Bonds having been issued by the Issuer pursuant to a resolution adopted on October 18, 2011 (the "Resolution"), for the purpose of construction, rehabilitation or repair of public school facilities within the jurisdiction of the Issuer, including equipping of school facilities improved with Bond proceeds, and paying the costs of issuance thereof, under the authority conferred by Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority.

This Bond is not subject to redemption by the Issuer prior to its stated Maturity Date except: (a) to the extent that less than 100% of the available project proceeds(as defined in the QSCB Regulations) of this Bond is expended for Qualified Purposes by the close of the 3-year period beginning on the date of this Bond (or if an extension of such expenditure period has been received by the Issuer from the Secretary of the United States Treasury Department, by the close of the extended period) the Issuer shall redeem all of the non-qualified Bonds within 90 days after the end of such period at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make-whole" amount as calculated as set forth below; and (b) the Issuer may elect to redeem this Bond prior to maturity at its option in the event the Internal Revenue Service issues a ruling, notice or final determination adversely affecting the tax credits related to the Bond or the Owner obtains an opinion of a nationally recognized tax or bond counsel, subject to review by the bond counsel to the Issuer, that this Bond no longer constitutes a "qualified

school construction bond" pursuant to Section 54F of the Code (each a "QSCB Disqualification Event") at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make-whole" amount as calculated as set forth below; provided that redemption of this Bond by the Issuer pursuant to a QSCB Disqualification Event shall occur not later than the 90th day following such QSCB Disqualification Event.

Official notice of such call for redemption of this Bond, or any portion thereof, shall be given by the Paying Agent by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than ten (10) days prior to the redemption date addressed to the Owner of this Bond at his address as shown on the Bond Register.

In the event this Bond, or any portion thereof, is redeemed prior to the Maturity Date pursuant to the Resolution, the Issuer will pay to the Owner thereof the portion of the principal amount being redeemed that is held by such Owner, plus a "make-whole" amount to compensate the Owner for any reasonable losses or breakage fees related to such Owner's cost of funds or other costs (including reasonable attorneys fees to the extent allowed by applicable law) incurred by the Owner as a result of such redemption. Further, in the event of a QSCB Disqualification Event, the Issuer shall make, and so long as this Bond remains outstanding continue to make, to the Owner on each Sinking Fund Deposit Date, additional payments to the Owner in an amount sufficient, after taking into consideration all penalties, fines, interest and additions to federal income tax (including lost tax credits) that are imposed on the Owner, to maintain the same after-tax yield that the Owner would have realized had such loss or reduction of tax credits not occurred.

The Issuer shall cause to be kept at the principal corporate office of the Paying Agent a register (the "Bond Register") in which registration of the Bonds and of transfers of the Bonds shall be made as provided in the Resolution. This Bond may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. This Bond may be assigned by the execution of the assignment form hereon or by other instrument of transfer and assignment acceptable to the Paying Agent. A new Bond will be delivered by the Paying Agent to the last assignee (the new registered owner) in exchange for this transferred and assigned Bond after receipt of this Bond to be transferred in proper form.

This Bond is issued on a parity with the Issuer's outstanding \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009 (the "Outstanding Parity Bonds") with respect to the avails or proceeds of the Tax. It is certified that the Issuer, in issuing this Bond and the issue of which it forms a part, has complied with all the terms and conditions set forth in the resolution authorizing the issuance of the Outstanding Parity Bonds.

This Bond, equally with the Outstanding Parity Bonds, is secured by and 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), which the Issuer is authorized to impose and collect in each year. Said special tax has been authorized to be levied on all the property subject to taxation within the corporate boundaries of the Issuer. For a more complete statement of the tax revenues from which and conditions under which this Bond is issued, reference is hereby made to the Resolution. The Issuer, in the Resolution, has also entered into certain other covenants and agreements with the registered owner of this Bond, including provisions for the issuance of additional bonds payable from the proceeds of the Tax on a parity with this Bond for the terms of which reference is made to the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

It is certified that this Bond is authorized by and issued in conformity with the requirements of the Constitution and statutes of this State. It is further certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form

and manner as required by law, and that the indebtedness of the Issuer, including this Bond, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana.

Any capitalized terms in this Bond which are not defined herein shall have the meaning assigned to such terms in the Resolution.

IN WITNESS WHEREOF, the Issuer, acting through the Parish School Board of the Parish of Caddo, State of Louisiana for school purposes, as its governing authority, has caused this Bond to be executed on behalf of the Issuer by the manual or facsimile signatures of the President and Secretary of the Governing Authority, and its corporate seal to be impressed or imprinted hereon.

PARISH SCHOOL BOARD OF THE PARISH OF CADDO, STATE OF LOUISIANA

(Manual or facsimile)
Secretary, Caddo Parish School Board

(Manual or facsimile)
President, Caddo Parish School Board

(SEAL)

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION)

This Bond represents the entire issue of Bonds referred to in the within-mentioned Resolution.

The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana
as Paying Agent

Date of Registration: _____

By: _____

Authorized Officer

* * * * *

(FORM OF ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

Please Insert Social Security
or other Identifying Number
of Assignee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints

attorney or agent to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

* * * * *

SECTION 6) Execution of Bonds. The Bonds shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer, which signatures and corporate seal may be either manual or facsimile.

SECTION 7) Payment of Bonds. The Bonds, equally with the Outstanding Parity Bonds, shall be secured by and payable solely from an irrevocable pledge and dedication of the avails or proceeds of the Tax. This Governing Authority does hereby obligate itself and its successors in office to impose and collect the Tax annually in each year, and does hereby irrevocably and irrepealably dedicate, appropriate and pledge the annual income to be derived from the assessment, levy and collection of the Tax in each year to the payment of the Bonds. The Issuer further covenants that it shall not lower the Tax rate to result in lower Tax revenues than were collected in the fiscal year prior to the proposed adjustment unless it shall deliver to the Owner, at least thirty (30) days prior to the date of any proposed adjustment, written evidence satisfactory to the Owner showing that the lower Tax revenues will be not less than *1.35 times* the combined Maximum Annual Debt Service requirements for the Bonds, the Outstanding Parity Bonds and any Additional Parity Obligations (the "Debt Service Coverage Requirement"). In the event the Revenues in any one calendar year shall be insufficient to provide the required Debt Service Coverage Requirement in such calendar year the Issuer covenants to increase by rolling forward the millage rate for such year to the extent allowed by law in an amount necessary to achieve the Debt Service Coverage Requirement.

SECTION 8) Parity Bonds. The Issuer shall issue no other bonds or obligations of any kind or nature payable from or enjoying a lien on the revenues of the Tax having priority over or parity with the Bonds, except that additional bonds may hereafter be issued on a parity with the Bonds under the following conditions:

- (1) The Bonds herein authorized or any bonds issued on a parity therewith or any part thereof, including the interest thereon, may be refunded, and the refunding bonds so issued shall enjoy complete equality of lien with the portion of the bonds which is not refunded, if there be any, and the refunding bonds shall continue to enjoy whatever priority of lien over subsequent issues may have been enjoyed by the bonds refunded; provided, however, that if only a portion of the bonds outstanding is so refunded and the refunding bonds require total principal and interest payments during any year in excess of the principal and interest which would have been required in such year to pay the bonds refunded thereby, then such bonds may not be refunded without the consent of the owner of the unrefunded portion of the bonds issued hereunder (provided such consent shall not be required if such refunding bonds meet the requirements set forth in clause 2 of this Section).
- (2) Additional bonds may be issued on and enjoy a full and complete parity with the Bonds with respect to the revenues of the Tax, provided that the anticipated Tax revenues in the year in which the additional bonds are to be issued, as reflected in the budget adopted by the Issuer, must be at least *1.35 times* the Maximum Annual Debt Service for any calendar year on the Bonds, the Outstanding Parity Bonds and the Additional Parity Bonds.
- (3) Junior and subordinate bonds may be issued without restriction.
- (4) The Issuer must be in full compliance with all covenants and undertakings in connection with the Bonds, and there must be no delinquencies in payments required to be made in connection therewith.

In addition to the foregoing, while the Bonds are still Outstanding, the Issuer shall not be permitted to issue Additional Parity Obligations unless it shall deliver to the Owner of the Bonds, at least thirty (30) days prior to the date of any proposed issuance of Additional Parity Obligations, written evidence satisfactory to such Owner showing that the Tax revenues during twelve (12) consecutive months of the previous eighteen (18) months would have been sufficient to produce revenues in an amount equal to *1.35 times* the combined Maximum Annual Debt Service of the Bonds and all outstanding Additional Parity Obligations, including the proposed Additional Parity Obligations.

SECTION 9) Sinking Fund. For the payment of the principal of the Bonds, there shall be established and maintained a special fund known as "Parish School Board of the Parish of Caddo, State of Louisiana, Revenue Bonds (Taxable QSCB), Series 2011, Sinking Fund," said Sinking Fund to be established and maintained with the Paying Agent or its designee. The Sinking Fund shall be maintained separate from any sinking fund established and maintained in connection with any other bonds of the Issuer, including but not limited to the Outstanding Parity Bonds.

Not less than fifteen (15) days before each Sinking Fund Deposit Date, the Paying Agent shall provide to the Issuer a selection of Government Securities that, either alone or in

combination with other Government Securities, satisfies the Sinking Fund Deposit Requirement. Not less than ten (10) days before each Sinking Fund Deposit Date, an Executive Officer of the Issuer, or his or her designee shall, select the Government Security or Securities from the list provided by the Paying Agent to satisfy the Sinking Fund Deposit Requirement. Not less than one (1) day before each Sinking Fund Deposit Date, the Issuer shall deposit in the Sinking Fund an amount fully sufficient to satisfy the Sinking Fund Deposit Requirement falling due on such Sinking Fund Deposit Date; provided, however, that on the Final Maturity Date, the Issuer shall instead be required to deposit the difference between the amount then held in the Sinking Fund and the Principal Amount of the Bonds. On each Sinking Fund Deposit Date, the Paying Agent shall use the amount deposited by the Issuer in the Sinking Fund to purchase the Government Securities selected by an Executive Officer of the Issuer or his or her designee from the list provided by the Paying Agent. If no Government Securities are available or may be purchased on a Sinking Fund Deposit Date to satisfy the relevant Sinking Fund Deposit Requirement, the Paying Agent shall retain the amount deposited in the Sinking Fund as Cash until such Government Securities are available, at which time the Paying Agent shall comply with the terms of this paragraph.

It is further provided by the Issuer that the sum of all Cash and investments held in the Sinking Fund shall equal, as close as is reasonable possible, the Required Sinking Fund Value set forth below on the relevant Sinking Fund Deposit Date:

<u>June 1</u>	<u>Required Sinking Fund Value</u>
2012	\$ 1,380,466
2013	2,760,933
2014	4,141,400
2015	5,521,866
2016	6,902,333
2017	8,282,800
2018	9,663,266
2019	11,043,733
2020	12,424,200
2021	13,804,666
2022	15,185,133
2023	16,565,600
2024	17,946,066
2025	19,326,533
2026	20,707,000

For purposes of determining compliance with the Required Sinking Fund Value, the "value" of any Cash or Government Securities held in the Sinking Fund shall be determined as follows:

- (a) For Cash, the amount of such Cash; and
- (b) For Government Securities, the par of such security plus accrued but unpaid interest on such security (unless such security is in default, in which case the security shall be deemed to have its fair market value, which shall be determined by the Paying Agent based on the bid price list quoted by the Federal Reserve Bank of New York for such security on the valuation date and printed in The Wall Street Journal or The New York Times, or, if such value is not published, based on a determination performed by a nationally recognized and accepted pricing service whose valuation method consists of the composite average of various bid price quotes on the valuation date). Notwithstanding the foregoing, the Issuer shall have the lesser of i) forty-eight months or ii) the length of time until maturity of the Bonds to replenish any deficiency in the Sinking Fund Value due to a default of any Government Securities held in the Sinking Fund.

It is expressly provided that (1) the Issuer shall endeavor to purchase State and Local Government Series securities unless a prevailing reason exists at the time of purchase to do otherwise, (2) the Issuer shall make all reasonable efforts to ensure that the yield on the Sinking Fund for purposes of the QSCB Code Provisions and QSCB Regulations does not exceed 3.83% (which equals the Permitted Sinking Fund Yield in effect on the date of this Resolution), and (3) nothing contained herein shall prohibit the Paying Agent from acting through a designee to satisfy its obligations imposed pursuant to this Section.

The Issuer shall further transfer to the Paying Agent for deposit in the Sinking Fund on or before each Sinking Fund Deposit Date the amount necessary to pay any additional payment amounts due as a result of a QSCB Disqualification Event due on such Sinking Fund Deposit Date.

It shall be specifically understood and agreed, however, and this provision shall be a part of this contract, that after the funds have been budgeted out of the revenues of the Tax for any year sufficient to make all payments required on the Bonds and the Outstanding Parity Bonds herein authorized for that period, and all required amounts for that period have been deposited in the aforesaid sinking funds established for the Bonds and the Outstanding Parity Bonds, then any annual revenues of the Tax remaining in that year shall be free for expenditure by the Issuer for the purposes for which the Tax was authorized.

All Cash and investments held in the Sinking Fund under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds. Neither the cash or Government Securities nor the principal or interest payments on any such Government Securities shall be withdrawn or used for any purpose other than the purchase of additional Government Securities or the payment of the Principal Amount of the Bonds at the Final Maturity Date. The Purchaser is hereby granted an express lien on all moneys deposited and Government Securities held in the Sinking Fund.

Subject to the provisions of this Section, all of the Cash in the Sinking Fund shall be invested in accordance with the provisions of the laws of the State of Louisiana unless available to be used pursuant to the terms of this Resolution within five (5) business days.

SECTION 10) Annual Financial Statements. While any portion of the Bonds is Outstanding, the Issuer shall make available to the Owner its annual audited financial statements no later than 180 days after the applicable fiscal year-end of the Issuer.

SECTION 11) Comprehensive Budget. While any portion of the Bonds is Outstanding, the Issuer shall prepare and adopt a budget at the beginning of each fiscal year and shall furnish to the Owner a copy of such budget upon request of the Owner.

SECTION 12) Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the Bonds to be prepared or printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds shall be deposited by the Issuer with its fiscal agent bank or banks to be used only for the Qualified Purposes for which the Bonds are issued and paying costs of issuing the Bonds.

SECTION 13) Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer, and shall be the only representation of the indebtedness herein authorized and created.

SECTION 14) Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer, or its successor, and the Owners from time to time of the Bonds and any such Owner may at law or in equity, by suit, action, mandamus or other proceedings, enforce and compel the performance of all duties required to be performed by the Governing Authority or the Issuer as a result of issuing the Bonds.

SECTION 15) Amendment to Resolution. No material modification or amendment of this Resolution, or of any resolution and/or ordinance amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of the Bonds.

SECTION 16) Recital of Regularity. This Governing Authority having investigated the regularity of the proceedings had in connection with the Bonds herein authorized and having determined the same to be regular, the Bonds shall contain the following recital, to wit:

"It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State."

SECTION 17) Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name the Bonds is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 18) Notices to Owner. Wherever this Resolution provides for notice to the Owner of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to the Owner at the address of such Owner as it appears in the Bond Register. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner entitled to receive such notice,

either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by the Owner shall be filed with the Paying Agent and the Issuer, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 19) Cancellation of Bonds. Any Bond surrendered for payment, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bond previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and any Bond so delivered shall be promptly canceled by the Paying Agent. Any canceled Bond held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 20) Mutilated, Destroyed, Lost or Stolen Bond. If (1) any mutilated Bond is surrendered to the Paying Agent, or the Issuer and the Paying Agent receive evidence to their satisfaction of the destruction, loss or theft of any Bond, and (2) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or *in lieu* of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section *in lieu* of any mutilated, destroyed, lost or stolen bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with any other Outstanding Bond. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to any mutilated, destroyed, lost or stolen Bond. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of any mutilated, destroyed, lost or stolen Bond.

SECTION 21) Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owner, the Principal Amount (and redemption price) of, and any other amounts owed with respect to the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities and funds pledged under this Resolution and all covenants, agreements and other obligations of the Issuer to the Owner shall thereupon cease, terminate and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Portions of the Principal Amount for the payment of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or otherwise) at the Final Maturity Date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section if they are defeased in the manner provided by Chapter 14 of Title 39 of the Louisiana Revised Statutes of 1950, as amended. Notwithstanding the foregoing, no defeasance of the Bonds shall be permitted without delivery to the Owners of the Bonds of an opinion of a nationally recognized bond counsel that such defeasance will not effect the ability of the Owners to claim the federal tax credits under Section 54A of the Code which such Owners would otherwise be permitted to claim.

SECTION 22) Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of official proceedings of the Governing Authority giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to the Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States of America or of any state, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be

satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 23) Covenants Relating to the QSCB Code Provision, QSCB Regulations and Other Matters. The School Board hereby certifies that:

- 1) 100% of the available project proceeds, as defined in the Code, will be spent for Qualified Purposes;
- 2) 100% of the available project proceeds, as defined in the Code, will be spent at public school facilities within the jurisdiction of the School Board;
- 3) Within the six-month period beginning on the Date of Issuance, the Issuer will incur a binding commitment with a 3rd party to spend at least 10% of such available project proceeds on Qualified Purposes;
- 4) Any reimbursement of proceeds of the Bonds for capital expenditures for Qualified Purposes incurred prior to the Date of Issuance of the Bonds will be undertaken strictly in accordance with 54A(d)(2)(D) of the Code;
- 5) All applicable State and local laws governing conflicts of interest have and will continue to be satisfied with respect to the Bonds;
- 6) The Issuer will redeem all nonqualified Bonds pursuant to Section 3(a) of this Resolution;
- 7) The Issuer will comply with the terms of the Davis-Bacon Act, to the extent required by the American Recovery and Reinvestment Act of 2009;
- 8) Subject to the Terms of the Louisiana Governmental Claims Act (Sections 13:5101, *et seq.*, of the Louisiana Revised Statutes of 1950, as amended), the Issuer is not entitled to claim immunity on the grounds of sovereignty or other similar grounds with respect to (i) itself for claims arising *ex contractu* or (ii) the enforcement of its obligations under this Resolution or the Bonds; and
- 9) The Issuer will submit reports similar to those required under Section 149(e) of the Code.

SECTION 24) Arbitrage. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the provisions of Section 148 of the Internal Revenue Code of 1986 and any amendment thereto (the "Code"), as modified by the QSCB Code Provisions and QSCB Regulations, with respect to the proceeds of the Bonds.

SECTION 25) Disclosure Under SEC Rule 15c2-12(b). It is recognized that the Issuer will not be required to comply with the continuing disclosure requirements described in the Rule 15c-2-12(b) of the Securities and Exchange Commission [17 CFR '240.15c2-12(b)], because:

- (a) the Bonds are not being purchased by a broker, dealer or municipal securities dealer acting as an underwriter in a primary offering of municipal securities, and
- (b) the Bonds are being sold to not more than 35 financial institutions (*i.e.*, no more than thirty-five persons) constituting an "Eligible Person", pursuant to the Rules of the Securities and Exchange Commission which (i) have such knowledge and experience in financial and business matters that it is capable of evaluating the merits and risks of the prospective investment in the Bonds and (ii) are not purchasing the Bonds for more than one account or with a view to distributing the Bonds.

SECTION 26) Default. Upon an Event of Default, the Owner may pursue any and all remedies, including but not limited to an action for mandamus, that may exist at law or in equity pursuant to the law of the State at the time of such Event of Default.

SECTION 27) Acceleration. The Issuer represents that it has not granted to any Person holding any indebtedness issued or incurred by the Issuer which is payable from or secured solely by a lien on the revenues of the Tax the right to accelerate the Issuer's obligation to repay such indebtedness following the occurrence of a default or event of default by the Issuer with respect to such indebtedness. The Issuer covenants that it shall not grant the remedy of acceleration to any Person holding any indebtedness issued or incurred by the Issuer, which is payable from or secured solely by a lien on the revenues of the Tax, upon the occurrence of any event of default with respect to such indebtedness unless the Issuer has received the prior written consent of the Owners of the Bonds. In the event that the Issuer shall grant the remedy of acceleration to any Person holding any indebtedness issued or incurred by the Issuer which is payable from or secured solely by a lien on the revenues of the Tax, upon the occurrence of a default or event of default with respect to such indebtedness or upon the occurrence and continuation of an Event of Default hereunder the Owners of a majority of the outstanding principal amount of the Bonds, in their sole discretion, may deliver a notice to the Issuer declaring all amounts outstanding hereunder and under the Bonds to be immediately due and payable and such amounts shall then be immediately due and payable.

SECTION 28) Publication. A copy of this Resolution shall be published immediately after its adoption in one (1) issue of the official journal of the Issuer.

SECTION 29) Award of Bonds and Incorporation of Commitment Letter. The Superintendent is authorized and directed to execute the Commitment Letter on behalf of the Issuer. All of the provisions of the Commitment Letter not otherwise addressed herein are incorporated herein by reference. It is intended by the Issuer and the Purchaser that the Commitment Letter and this Resolution shall constitute a binding, written contract for the sale of the Bonds. The Bonds shall be delivered to said Purchaser upon the payment of the Principal Amount thereof.

SECTION 30) Severability; Application of Subsequently Enacted Laws. In case any one or more of the provisions of this Resolution or of the Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions of this Resolution or of the Bonds, but this Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provisions enacted after the date of this Resolution which validate or make legal any provision of the Resolution and/or the Bonds which would not otherwise be valid or legal, shall be deemed to apply to this Resolution and to the Bonds.

SECTION 31) Section Headings. The headings of the various sections hereof are inserted for convenience of reference only and shall not control or affect the meaning or construction of any of the provisions hereof.

SECTION 32) Effective Date. This Resolution shall become effective immediately. This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Steve Riall	<u> X </u>	_____	_____	_____
Jasmine Green	<u> X </u>	_____	_____	_____
Debra D. Seamster	<u> X </u>	_____	_____	_____
Charlotte Crawley	_____	_____	<u> X </u>	_____
Curtis Hooks	<u> X </u>	_____	_____	_____
Mary Trammel	<u> X </u>	_____	_____	_____
Lillian Priest	<u> X </u>	_____	_____	_____
Bonita Crawford	<u> X </u>	_____	_____	_____
Barry F. Rachal	<u> X </u>	_____	_____	_____
Larry Ramsey	<u> X </u>	_____	_____	_____
Ginger Armstrong	_____	_____	<u> X </u>	_____
Dottie Bell	<u> X </u>	_____	_____	_____

And the resolution was declared adopted on this, the 18th day of October, 2011.

 /s/ Gerald Dawkins
Secretary

 /s/Lillian Priest
President

8.05 Rewording of the Youree Drive/Broadmoor Magnet Component Resolution. The board approved the rewording of the Youree Drive/Broadmoor Magnet Component Resolution as follows: That the procedures established by the Caddo Parish School Board on January 17, 2006 for placement of students in the Broadmoor and Youree Drive Middle School Magnet component programs on a first come first served basis be revised as follows:

That the students seeking admissions to the Broadmoor and Youree Drive Middle Schools magnet component programs shall use the same joint application as the applicants seeking admission to Caddo Middle Magnet School and Herndon Magnet School;

That the students seeking admissions to Broadmoor and Youree Drive Middle Schools magnet component programs shall be administered the same standardized admission test as the applicants seeking admission to Caddo Middle Magnet School and Herndon Magnet School;

That applicants who meet the qualifications for admission will be ranked according to their admissions test scores, and admissions shall be based upon ranked test scores. There will be no preference given to siblings of enrolled students.

8.06 December CPSB Meeting Date. The board voted to change the December 20, 2011 CPSB meeting to Tuesday, December 13, 2011 due to the Christmas holidays.

8.08 2011-12 Corrective Action Plan and Budget. The board approved the 2011-12 Corrective Action Plan and proposed budget as recommended by staff and submitted in the mailout.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the superintendent and submitted in the mailout.

Mr. Hooks moved to postpone action on the superintendent's recommendation for this position of custodian supervisor. Motion failed for lack of a second. Vote on the original motion carried with Board member Hooks opposed and Board members Riall, Green, Seamster, Trammel, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.

BIDS (PURCHASING)

Mr. Rachal moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the mailout (1) Student Keyboard Packages for Music Department to be re-bid at a later date; and (2) School Specialty, total unit price of \$66.24, for student backpacks and supplies for Title I. Mr. Rachal asked staff to explain the \$65 cost for these backpacks. Mr. Graham stated that these are for the Homeless Program throughout the parish and they are packaged with supplies needed for school. Mr. Rachal asked if this has been approved in the Title I budget and will not impact the individual schools? Mrs. Parker stated that it comes off the top of the Title I budget to accommodate special needs and it doesn't impact the individual school budgets. Mrs. Bell noted that Caddo has approximately 1,100 homeless students and she believes it is important that when possible to do what we can through Title I to help these students. Vote on the motion carried.

OT/PT PAY SCHEDULES

Mr. Rachal moved, seconded by Mrs. Crawford that Rahmberg revisit the OT/PT pay schedule and verify that what we are doing relative to the OT/PT pay is accurate and to provide the board with a recommendation on changing how their pay is based. Mr. Rachal shared that he visited with staff on this matter; and since there are some unknown factors, he would like for Rahmberg to revisit this and address his concerns that we are taking medical professionals and trying to determine their pay according to educational professionals. Vote on the motion carried with Board members Hooks and Bell opposed and Board members Riall, Green, Seamster, Trammel, Priest, Crawford, Rachal, and Ramsey supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he will send the board a summary of the Graduation Cohort Report received on Monday; that report included two of Caddo's schools (Huntington and Woodlawn) among the schools in the state that made double digit gains.

Dr. Dawkins also shared an assignment sheet for the CPSB Policy Review reflecting the sections of the Policy Manual on which board members will serve, as well as representatives from the employee organizations.

NEW BUSINESS

Mr. Ramsey requested that the Audit of the Purchasing Department be on the November agenda.

ANNOUNCEMENTS AND REQUESTS

Mary Trammel asked the superintendent to look into resolving the transportation problems associated with the Operation Graduation Program at Woodlawn High School.

Mrs. Bell announced that Huntington High School band won superior and she would like to see this recognition in the media. She also invited board members to attend the State Fair at 4:00 on October 26th and support the 4-H Program and the children.

Mr. Riall announced he will bring recommendations in the not too distant future regarding the possible sale of Caddo Parish School Board abandoned properties in northern Caddo Parish (Hosston, Pine Valley and Rodessa). Mr. Hooks also reported that Ted Cox contacted him regarding his interest in purchasing the George P. Hendrix property.

Mr. Hooks asked that the superintendent look into speedy replacements of two teaching positions (Chemistry and Algebra) in the Fair Park Medical Careers Program.

Mr. Hooks also asked for a breakdown on the figures provided by school for construction projects during the summer of 2011. He also expressed appreciation for the speedy response to his request on the Turnaround Program; however, he stated he is confused by the response because they were paid a stipend the previous summer. Dr. Dawkins noted they could have possibly been paid, but not from those funds.

Ms. Seamster expressed her appreciation for staff assistance in conducting meetings at schools in her district.

Miss Green asked the superintendent to look into the need for books at the Newton Smith Sixth Grade Center library.

Mr. Hooks asked the superintendent about an up-to-date *Minifacts* that includes the 7-12 grade configurations.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Riall moved, seconded by Miss Green, to go into executive session for the purpose of hearing a student readmission appeal. Vote on the motion carried and while the board did not actually go into executive session, they did reconvene in open session at approximately 5:54 p.m. Mr. Ramsey moved, seconded by Mr. Hooks, that the board accept staff's recommendation for Z.R. Vote on the motion carried with Board member Priest opposed and Board members Riall, Green, Seamster, Hooks, Trammel, Crawford, Rachal, Ramsey and Bell supporting the motion.*

Adjournment. *Mr. Riall moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:56 p.m.*

October 18, 2011

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 18, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Debra Seamster, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, 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 THE MINUTES OF THE SEPTEMBER 20, 2011 AND OCTOBER 4, 2011 CPBS MEETINGS

Mrs. Bell moved, seconded by Ms. Seamster, approval of the minutes of the September 20, 2011 and October 4, 2011 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Dr. Mary Nash-Robinson, on behalf of the board and superintendent, recognized the following students/employees. The board president and superintendent presented each with a certificate recognizing their accomplishment. Administrators, family and friends were also recognized.

JROTC: Lt. Col. Daniel Durr recognized the following Caddo students: (1) Cadet Avalon Collins, Green Oaks, appointed Caddo Parish Corps Commander; and (2) Cadet Rueben Cheng, Caddo Magnet High School and (3) Cadet Shamariah Jacobs, Captain Shreve High School for receiving the JROTC Legion of Valor Bronze Cross for Achievement Award.

DECA Awards. Sam Hussein, DECA President, Byrd High School Chapter, was recognized for participating in a number of service activities in the community, as well as for writing a letter to the Superintendent regarding DECA and its importance in preparing students for business now and in the future.

Support Employee Awards. Cleveland White recognized the following as the 2010-2011 Caddo Parish School Board support employees: (1) (Elementary Division) Patricia Johnson, aide at Cherokee Park; (2) (Middle School Division) Priscilla Marshall, special education teacher's aide at Caddo Middle Career & Technology; (3) (High School Division) Bruce Pennywell, groundskeeper, Caddo Career & Technology Center; (4) (Academic Affairs) Laverne Coleman, Secretary, area school director; (5) (Support Services) Johnny B. Cannon, Jr. crew chief in Maintenance Department; (6) (Human Resources) Dawn Porteau, secretary in 504 Special Services Department; and (7) (Superintendent's Division) Benjamin Matthew Isgitt, media specialist, Communications & Marketing.

Counselors of the Year. Karen Rothel, Riverside Elementary, and Carol Brill, Caddo Magnet High, were recognized as Louisiana Elementary Counselor of the Year and Louisiana Secondary Counselor of the Year, respectively.

Blue Ribbon School. Eden Gardens Elementary Magnet was recognized for being named a Blue Ribbon School by the U. S. Department of Education.

2011 Professionalism Award. Attorney Reginald Abrams was recognized as the Shreveport Bar Association's 2011 Professional Award Recipient.

National School Bus Safety Week. Proclamations from Governor Jindal, Mayor Glover, and the Caddo Parish Commission were presented to Otis Jones, director of Transportation, in recognition of October 17-21 as National School Bus Safety Week, and Thursday, October 20th

as School Bus Driver Appreciation Day. Carl Pierson of the Caddo Parish Commission read and presented the proclamation on behalf of the Commission.

Newly Appointed Administrators. Dr. Mary Nash Robinson introduced the following newly appointed Caddo Parish administrators: (1) Rosalyn Glover-Bryant, Supervisor of Compliance, Parental and Community Involvement; and (2) Mary Harris, principal, South Highlands Elementary Magnet School.

Dr. Robinson also announced that Kristan Schneider, Communications secretary, will be leaving Caddo to pursue other endeavors. Students from the Captain Shreve High School broadcasting class were recognized as being in the audience recording portions of the meeting.

VISITORS

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, expressed appreciation to the superintendent and staff for addressing concerns of the Filipino teachers, for the superintendent's agreement to ask the Discipline Review Committee to strategize on areas relative to school safety issues, i.e. assault and battery on school employees and identifying weapons, and for assistance offered to help a student enroll in an online program and not become a drop-out statistic. Mrs. Lansdale reported that the Federation continues to hold academies for new teachers and the numbers continue to grow, with the next workshop on strategies for effective classroom management scheduled for November 12th. She also noted the following areas of concern: (1) how teachers and employees are being treated at the school site and the possibility of implementing climate surveys at each work site to hopefully define areas in which changes can be made to ensure better working and learning environments, and (2) escalation of the cry of special education teachers who are receiving more and more edicts and loaded down with mounds of paperwork. She also expressed appreciation for the sponsorships in the Federation's first education forum.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration asking that Virtual Services be postponed to the November meeting. Grant Schleuter, bond counsel from Foley, Judell in New Orleans, shared that Jim Lee and Superintendent Dawkins worked closely with Chase Bank and received the 0% interest rate for the QSCB (Qualified School Construction Bonds). To his knowledge, he added that Caddo is the only district receiving the 0% interest rate on these bonds for both bond issues. Mr. Schleuter also reported that for the \$20,707,000 in bonds, the district will pay back roughly \$17.8 million.

CONFIRM THE CONSENT AGENDA

President Priest announced that Items 6.02-6.03, 6.05, 7.03, 8.01-8.06 and 8.08 are the consent agenda. *Mr. Riall moved, seconded by Miss Green, to approve the agenda and consent agenda for the October 18, 2011 CPSB meeting. Vote on the motion carried unanimously.* The following is a summary of the board's actions on the consent agenda items.

Item No. 6

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

Certified

Catastrophic Leave, September 7, 2011-October 18, 2011

Racheal Knudson, Teacher, Newton Smith 6th Grade Academy, 5 years

Sabbatical Leave (Study) Spring Semester 2012

Andrew Coleman, Teacher, Creswell Elementary, 3 years

Leave Without Pay, August 16, 2011-May 31, 2012

Kay D. Law, Teacher, Huntington High School, 16 years

Leave Without Pay, November 8, 2011-November 11, 2011

Melanie M. Jett, Teacher, Southwood High School, 13 years

ClassifiedCatastrophic Leave, September 2, 2011-September 22, 2011

Willie Harris, Jr., Transportation, Bus Driver, 4 years

6.03 Other Personnel Transaction Reports. The board approved the other personnel transaction reports for the period of August 21, 2011 – September 20, 2011 as recommended by the superintendent and submitted in the mailout.

6.05 Out of State Travel Requests (General Fund). The board approved requests for out of state travel (general fund) as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.03 Purchasing – Annual Salvage Sale. The board authorized staff to hold the annual auction sale of used furniture and equipment on December 10, 2011 as submitted in the mailout.

Item No. 8

8.01 Annual Group Insurance Renewals. The board approved the group insurance renewals as recommended by staff and submitted in the mailout.

8.02 Approval of Beverage Contract(s) – (1) Coca Cola and North Caddo HS and (2) Coca Cola and Green Oaks. The board approved beverage contracts for Coca Cola and North Caddo High School and Coca Cola and Green Oaks as recommended by staff and submitted in the mailout.

8.03 General Fund Budget Revision. The board approved the General Fund Budget Revision as recommended by staff and submitted in the mailout.

8.04 Approval of Resolution Incurring Debt and Issuance of \$20,707,000 of Qualified School Construction Bonds. The board approved the following resolution incurring debt and the issuance of \$20,707,000 of Qualified School Construction Bonds as recommended by staff and submitted in the mailout.

RESOLUTION

A resolution providing for the incurring of debt and issuance of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of Revenue Bonds (Taxable QSCB), Series 2011, 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.

WHEREAS, the Parish School Board of the Parish of Caddo, State of Louisiana (the "Issuer") is authorized by the State Constitution to levy 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) in each year (the "Tax"); and

WHEREAS, the Issuer has no outstanding indebtedness of any kind payable from a pledge or dedication of the avails or proceeds of the Tax, EXCEPT for \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009 (the "Outstanding Parity Bonds"); and

WHEREAS, Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended authorizes the Issuer to make and enter into contracts dedicating the pledge and dedication of the funds to be derived by the Issuer from the Tax; and

WHEREAS, on April 6, 2010, the Issuer gave its preliminary approval to the issuance of the hereinafter defined Bonds; and

WHEREAS, the Issuer now desires to incur debt and issue Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of its Revenue Bonds (Taxable QSCB), Series 2011 (the "Bonds"), in the manner authorized and provided by the aforesaid sections of the Louisiana Revised Statutes of 1950, as hereinafter provided, 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; and

WHEREAS, an offer to purchase the Bonds has been submitted by JPMorgan Chase Bank, N.A., and the Issuer desires to accept the terms of said offer and provide for the sale of the Bonds to the purchaser at the price and in the manner hereinafter provided; and

WHEREAS, it is the desire of the Issuer to fix the details necessary with respect to the issuance of the Bonds and to provide for the authorization and issuance thereof; and

WHEREAS, it is the further desire of the Issuer to provide for the sale of the Bonds to the Purchaser at the price and in the manner hereinafter provided; and

WHEREAS, the Issuer further desires to qualify said Bonds under Section 54F of the Internal Revenue Code of 1986, as amended, as Qualified School Construction Bonds; and

WHEREAS, pursuant to the QSCB Regulations (herein defined), the Issuer has received an allocation of \$20,070,000 for calendar year 2010, which amount has been held over to calendar year 2011;

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) Definitions. As used herein, the following terms shall have the following meanings, unless the context otherwise requires:

"**Act**" means Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority.

"**Additional Parity Obligations**" means any additional *pari passu* bonds which may hereafter be issued, pursuant to Section 8 hereof, on a parity with the Bonds.

"**Agreement**" means the agreement to be entered into between the Issuer and the Paying Agent pursuant to this Resolution.

"**Bonds**" means the Issuer's Revenue Bonds (Taxable QSCB), Series 2011, authorized by this Resolution in the total aggregate principal amount of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000), whether initially delivered or issued in exchange for, upon transfer of, or *in lieu* of any bond previously issued.

"**Bond Register**" means the records kept by the Paying Agent at its principal corporate office in which registration of the Bonds and transfers of the Bonds shall be made as provided herein.

"**Bond Year**" means the one-year period ending on each Sinking Fund Deposit Date, provided that the initial bond year may be a period shorter than one year.

"**Cash**" means cash and cash equivalents.

"**Code**" means the Internal Revenue Code of 1986, as amended.

"**Commitment Letter**" shall mean the offer to purchase by the Purchaser attached hereto as Exhibit A.

"**Credit Allowance Date**" means with respect to the Bonds, each March 15, June 15, September 15 and December 15 on which any portion of the principal amount of the Bonds remains unpaid, and includes the last day on which the Bonds are outstanding.

"Credit Rate" means five and fifteen hundredths percent per annum (5.15%), the rate designated by the Secretary of the United States Treasury on the date of this Resolution, which is the date of the Issuer's acceptance of the Commitment Letter of the Purchaser, which Commitment Letter is a binding, written contract for the sale or exchange of the Bonds.

"Date of Issuance" means the date the Issuer receives payment for the Bonds, which is anticipated to be November 16, 2011.

"Event of Default" means the occurrence of any of the following events unless waived in writing by the Owners:

1. a failure to pay the principal of or interest or premium, if any, on any Bond when the same shall become due and payable whether at maturity, upon redemption, or otherwise and such failure continues for two (2) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
2. a failure of the Issuer to make the Principal Account Deposit Requirement on any Principal Account Deposit Date and such failure continues for two (2) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
3. a failure of the Issuer to pay any other amount payable hereunder or with respect to any Bond (other than those specified in (1) and (2) above) when the same shall become due and payable and such failure continues for seven (7) days after the Issuer's receipt of written notice from the Owner or the Paying Agent;
4. an Event of Insolvency shall occur with respect to the Issuer;
5. a failure by the Issuer to perform any covenant, agreement or condition set forth in Sections 3(a), 7, 8, 23, 24 or 27 of this Resolution; or
6. a failure by the Issuer in the performance or observance of any other of the covenants, agreements or conditions on its part in this Resolution or in the Bonds, and such failure continues for thirty (30) days after the Issuer's receipt of written notice from the Owner or the Paying Agent unless the Issuer has instituted corrective actions satisfactory to the Owners within such 30-day period and diligently pursues such actions until such default is remedied.

"Event of Insolvency" means, with respect to the Issuer, the occurrence of one or more of the following events:

1. the issuance, under the laws of any state or under the laws of the United States of America, of an order of rehabilitation, liquidation or dissolution of the Issuer;
2. the commencement by or against the Issuer of a case or other proceeding seeking liquidation, reorganization or other relief with respect to the Issuer or its debts under any bankruptcy, insolvency or other similar state or federal law now or hereafter in effect, including, without limitation, the appointment of a trustee, receiver, liquidator, custodian or other similar official for the Issuer or there shall be appointed or designated with respect to it, an entity such as an organization, board, commission, authority, agency or body to monitor, review, oversee, recommend or declare a financial emergency or similar state of financial distress with respect to it or there shall be declared or introduced or proposed for consideration by it or by any legislative or regulatory body with competent jurisdiction over it, the existence of a state of financial emergency or similar state of financial distress in respect of it;
3. the inability or failure of the Issuer to generally pay its debts as they become due;
4. the declaration of a moratorium with respect to the payment of the debts of the Issuer;
5. an authorized Executive Officer of the Issuer shall admit in writing its inability to pay its debts when due; or
6. the initiation of any action in furtherance of or to authorize any of the foregoing by or on behalf of the Issuer.

"Executive Officers" means, collectively, the President and the Secretary of the Issuer.

"Final Maturity Date" means June 1, 2026.

"Fiscal Year" means the one-year accounting period beginning July 1 of each year, or such other period as may be designated by the Governing Authority as the fiscal year of the Issuer.

"Governing Authority" means the Parish School Board of the Parish of Caddo, State of Louisiana for school purposes, and any successor thereto.

"Government Securities" means noncallable direct general obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by, the United States of America, which may be United States Treasury Obligations such as the State and Local Government Series or which may consist of specified portions of interest thereon, such as those securities commonly known as CATS, TIGRS, and STRPS, and may be in book-entry form; provided, however, that no Government Security shall mature or be payable (in whole or in part) after the Final Maturity Date.

"Issuer" or **"School Board"** means the Parish School Board of the Parish of Caddo, State of Louisiana.

"Maximum Annual Debt Service" means the highest amount of principal and interest due on an obligation in any Fiscal Year, provided that if there is outstanding any balloon indebtedness subject to mandatory sinking fund payments or redemptions, such balloon indebtedness shall be calculated as amortizing on the dates and in the amounts such mandatory sinking fund payments or redemptions are required rather than on the date such indebtedness matures; and further provided that if any interest payments due on any indebtedness are to be subsidized by payments paid or to be paid by the United States Department of the Treasury, the amount of such interest payments shall be reduced by an amount equal to the payments paid or to be paid during such period by the United States Department of the Treasury that are pledged as security for such indebtedness.

"Outstanding" when used with respect to the Bonds means, as of the date of determination, any Bond theretofore issued and delivered under this Resolution, except:

1. Any Bond theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Any Bond for which payment or redemption sufficient funds have been theretofore deposited in trust for the owners of such Bond with the effect specified in this Resolution or by law, provided that if such Bond is to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Any Bond in exchange for or *in lieu* of which another Bond has been registered and delivered pursuant to this Resolution; and
4. Any Bond alleged to have been mutilated, destroyed, lost or stolen which may have been paid as provided in this Resolution or by law.

"Outstanding Parity Bonds" shall mean the Issuer's \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009.

"Owner" when used with respect to any Bond means the Person or Persons constituting a taxpayer in whose name(s) such Bond is registered in the Bond Register.

"Paying Agent" means The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Principal Amount" means \$20,707,000, less any amount redeemed as a result of mandatory redemption required pursuant to Section 3(a) of this Resolution.

"Purchaser" means JPMorgan Chase Bank, N.A., Monroe, Louisiana.

"Qualified Purposes" means construction, rehabilitation and repair of public school facilities within the jurisdiction of the Issuer, including equipping of school facilities improved with Bond proceeds.

"QSCB Code Provision" means Section 54F of the Code and applicable portions of Section 54A of the Code.

"QSCB Disqualification Event" has the meaning given it in Section 3 of this Resolution.

"QSCB Regulations" means, collectively, IRS Notice 2009-35 and IRS Notice 2010-17.

"Required Sinking Fund Value" means for each Sinking Fund Deposit Date the corresponding value required as set forth in Section 9 of this Resolution.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

"School System" means the Caddo Parish School Board System.

"Sinking Fund" means the "Parish School Board of the Parish of Caddo, State of Louisiana, Revenue Bonds (Taxable QSCB), Series 2011, Sinking Fund" established pursuant to Section 9 herein.

"Sinking Fund Deposit Date" means June 1st of each year, beginning June 1, 2012 and ending on June 1, 2026.

"Sinking Fund Deposit Requirement" means on each Sinking Fund Deposit Date, a cash deposit, together with any amounts then held in the Sinking Fund, in an amount sufficient to meet the Required Sinking Fund Value for such Sinking Fund Deposit Date.

"State" means the State of Louisiana.

"Superintendent" means the Superintendent of the School Board.

"Tax" means the special tax of seven and ninety-six hundredths 7.96 mills (such rate being subject to adjustment from time to time due to reassessment), and authorized by the State Constitution to be levied and collected annually by the Issuer in each year.

SECTION 2) Authorization of Bond; Maturity. (a) In compliance with the terms and provisions of the Act, the QSCB Code Provision, the QSCB Regulations, other constitutional and statutory authority, there is hereby authorized the incurring of indebtedness of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) for, on behalf of, and in the name of the Issuer, 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. To represent said indebtedness, this Governing Authority does hereby authorize the issuance of Revenue Bonds (Taxable QSCB), Series 2011, of the Issuer, in the amount of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000). Any Bond - issued hereby shall be in the form of a fully registered bond, shall be dated the Date of Issuance, and shall be numbered R-1. Subject to the provisions of Section 3, the Bonds shall become due and payable and mature on the Final Maturity Date.

(b) Payment of Bonds. The principal of the Bonds upon maturity or redemption shall be payable by check of the Paying Agent mailed or delivered by the Paying Agent to the Owner thereof (determined as of the close of business on the day before the Final Maturity Date) at the address shown on the Bond Register upon presentation and surrender of the Bonds at the principal corporate trust office of the Paying Agent. Any Bond delivered under this Resolution upon transfer of, in exchange for or *in lieu* of any other Bond shall carry all the rights which were carried by such other Bond.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration, substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

The Bonds are hereby issued on a parity with the Outstanding Parity Bonds with respect to the avails or proceeds of the Tax, and the Bonds shall rank equally with and enjoy complete parity of lien with the Outstanding Parity Bonds on the avails or proceeds of the Tax in each of the Fiscal Years during which the Bonds and the Outstanding Parity Bonds are outstanding. It is certified that the Issuer has complied with, or will comply with prior to the issuance of the Bonds, all the terms and conditions for the issuance of Additional Parity Obligations set forth in the resolution authorizing the issuance of the Outstanding Parity Bonds.

(c) Designation as Qualified School Construction Bond. In accordance with the QSCB Code Provision, the Issuer hereby designates the Bonds as Qualified School Construction Bonds.

SECTION 3) Redemption Provisions. The Bonds are not subject to redemption or prepayment by the Issuer prior to their stated maturity except as specified in this section as follows:

(a) To the extent that less than 100% of the "available project proceeds" of the Bonds (as defined in the QSCB Regulations) are expended for Qualified Purposes by the close of the 3-year period beginning on the Date of Issuance (or if an extension of such expenditure period has been received by the Issuer from the Secretary of the United States Treasury Department, by the close of the extended period) the Issuer shall redeem all of the non-qualified Bonds within 90 days after the end of such period at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make whole" amount as calculated pursuant to this Section. A partial redemption of the Bonds as described in this paragraph shall reduce the annual Sinking Fund Deposit Requirement payments (described in Section 9 hereof) on a pro-rata basis; and

(b) The Issuer may elect to redeem the Bonds in whole but not in part prior to maturity at its option in the event the Internal Revenue Service issues a ruling, notice or final determination adversely affecting the tax credits related to the Bonds or the Owner obtains an opinion of a nationally recognized bond counsel, subject to review by the bond counsel to the Issuer, that the Bonds no longer constitute "qualified school construction bonds" pursuant to Section 54F of the Code (each a "QSCB Disqualification Event") at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make whole" amount as calculated pursuant to this Section. Redemption of the Bonds by the Issuer pursuant to this Section 3(b) shall occur not later than the 90th day following the QSCB Disqualification Event.

Official notice of such call for redemption of the Bonds, or any portion thereof, shall be given by the Paying Agent by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than ten (10) days prior to the redemption date addressed to the Owner of the Bonds to be redeemed at his address as shown on the Bond Register.

In the event the Bonds, or any portion thereof, are redeemed prior to the Final Maturity Date pursuant to this Section, the Issuer will pay to the Owner thereof the portion of the Principal Amount being redeemed that is held by such Owner, plus a "make-whole" amount to compensate the Owner for any reasonable losses or breakage fees related to such Owner's cost of funds or other costs (including reasonable attorneys fees to the extent permitted by law) incurred by the Owner as a result of such redemption. Further, in the event of a QSCB Disqualification Event, the Issuer shall make, and so long as the Bonds remain Outstanding continue to make, to the Owner on each Sinking Fund Deposit Date, additional payments to the Owner in an amount sufficient, after taking into consideration all penalties, fines, interest and additions to federal income tax (including lost tax credits) that are imposed on the Owner, to maintain the same after-tax yield that the Owner would have realized had such loss or reduction of tax credits not occurred.

SECTION 4) Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bonds or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be of the same maturity.

SECTION 5) Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to wit:

(FORM OF BOND)

No. R -1

Principal Amount \$20,707,000

UNITED STATES OF AMERICA
STATE OF LOUISIANA
PARISH OF CADDO
REVENUE BOND
(TAXABLE QSCB), SERIES 2011
PARISH SCHOOL BOARD OF THE
PARISH OF CADDO, STATE OF LOUISIANA

Bond Date	Maturity Date	Date of Issuance	Credit Rate
_____, 2011	June 1, 2026	_____, 2011	5.15%

The Parish School Board of the Parish of Caddo, State of Louisiana (the "Issuer"), promises to pay, but solely from the source and as hereinafter provided, to:

JPMORGAN CHASE BANK, N.A.

or registered assigns, the Principal Amount set forth above on the Maturity Date set forth above. The principal of this Bond, upon maturity or redemption, is payable in lawful money of the United States of America at the principal office of The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana, or successor thereto (the "Paying Agent"), upon presentation and surrender hereof.

THIS BOND CONSTITUTES A QUALIFIED SCHOOL CONSTRUCTION BOND WITHIN THE MEANING OF SECTIONS 54A AND 54F OF THE INTERNAL REVENUE CODE OF 1986, AS AMENDED (THE "CODE"). SUBJECT TO THE LIMITATIONS OF SECTION 54A(c), A TAXPAYER IS ENTITLED TO A TAX CREDIT AGAINST FEDERAL INCOME TAX (INCLUDING ALTERNATIVE MINIMUM TAX) IMPOSED ON SUCH TAXPAYER FOR THE TAXABLE YEAR THAT INCLUDES THE CREDIT ALLOWANCE DATE. THE TAX CREDIT UNDER SAID SECTIONS 54A AND 54F IS EQUAL TO 25% OF THE CREDIT RATE SPECIFIED HEREON MULTIPLIED BY THE PRINCIPAL AMOUNT OF THE BONDS HELD BY A TAXPAYER ON THE CREDIT ALLOWANCE DATE; PROVIDED, HOWEVER, THAT THE AMOUNT OF THE TAX CREDIT ALLOWED TO A TAXPAYER ON THE FIRST CREDIT ALLOWANCE DATE FOLLOWING THE ISSUANCE OF THIS BOND OR ON THE REDEMPTION OR MATURITY OF THIS BOND SHALL BE PRORATED AS PROVIDED IN SECTION 54A(b)(4) OF THE CODE.

"CREDIT ALLOWANCE DATE" AS USED HEREIN SHALL MEAN EACH MARCH 15, JUNE 15, SEPTEMBER 15 AND DECEMBER 15 ON WHICH THIS BOND IS OUTSTANDING. SUCH TERM SHALL ALSO INCLUDE THE LAST DAY ON WHICH THIS BOND IS OUTSTANDING.

This Bond represents the entire principal amount of an authorized issue aggregating in principal the sum of Twenty Million Seven Hundred Seven Thousand Dollars (\$20,707,000) of Revenue Bonds (Taxable QSCB), Series 2011 (the "Bonds"), of the Issuer, said Bonds having been issued by the Issuer pursuant to a resolution adopted on October 18, 2011 (the "Resolution"), for the purpose of construction, rehabilitation or repair of public school facilities within the jurisdiction of the Issuer, including equipping of school facilities improved with Bond proceeds, and paying the costs of issuance thereof, under the authority conferred by Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority.

This Bond is not subject to redemption by the Issuer prior to its stated Maturity Date except: (a) to the extent that less than 100% of the available project proceeds(as defined in the QSCB Regulations) of this Bond is expended for Qualified Purposes by the close of the 3-year period beginning on the date of this Bond (or if an extension of such expenditure period has been received by the Issuer from the Secretary of the United States Treasury Department, by the close of the extended period) the Issuer shall redeem all of the non-qualified Bonds within 90 days after the end of such period at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make-whole" amount as calculated as set forth below; and (b) the Issuer may elect to redeem this Bond prior to maturity at its option in the event the Internal Revenue Service issues a ruling, notice or final determination adversely affecting the tax credits related to the Bond or the Owner obtains an opinion of a nationally recognized tax or bond counsel, subject to review by the bond counsel to the Issuer, that this Bond no longer constitutes a "qualified

school construction bond" pursuant to Section 54F of the Code (each a "QSCB Disqualification Event") at a redemption price equal to the principal amount of the Bonds to be redeemed, plus a "make-whole" amount as calculated as set forth below; provided that redemption of this Bond by the Issuer pursuant to a QSCB Disqualification Event shall occur not later than the 90th day following such QSCB Disqualification Event.

Official notice of such call for redemption of this Bond, or any portion thereof, shall be given by the Paying Agent by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than ten (10) days prior to the redemption date addressed to the Owner of this Bond at his address as shown on the Bond Register.

In the event this Bond, or any portion thereof, is redeemed prior to the Maturity Date pursuant to the Resolution, the Issuer will pay to the Owner thereof the portion of the principal amount being redeemed that is held by such Owner, plus a "make-whole" amount to compensate the Owner for any reasonable losses or breakage fees related to such Owner's cost of funds or other costs (including reasonable attorneys fees to the extent allowed by applicable law) incurred by the Owner as a result of such redemption. Further, in the event of a QSCB Disqualification Event, the Issuer shall make, and so long as this Bond remains outstanding continue to make, to the Owner on each Sinking Fund Deposit Date, additional payments to the Owner in an amount sufficient, after taking into consideration all penalties, fines, interest and additions to federal income tax (including lost tax credits) that are imposed on the Owner, to maintain the same after-tax yield that the Owner would have realized had such loss or reduction of tax credits not occurred.

The Issuer shall cause to be kept at the principal corporate office of the Paying Agent a register (the "Bond Register") in which registration of the Bonds and of transfers of the Bonds shall be made as provided in the Resolution. This Bond may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. This Bond may be assigned by the execution of the assignment form hereon or by other instrument of transfer and assignment acceptable to the Paying Agent. A new Bond will be delivered by the Paying Agent to the last assignee (the new registered owner) in exchange for this transferred and assigned Bond after receipt of this Bond to be transferred in proper form.

This Bond is issued on a parity with the Issuer's outstanding \$17,359,000 Revenue Bonds (Taxable QSCB), Series 2009 (the "Outstanding Parity Bonds") with respect to the avails or proceeds of the Tax. It is certified that the Issuer, in issuing this Bond and the issue of which it forms a part, has complied with all the terms and conditions set forth in the resolution authorizing the issuance of the Outstanding Parity Bonds.

This Bond, equally with the Outstanding Parity Bonds, is secured by and 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), which the Issuer is authorized to impose and collect in each year. Said special tax has been authorized to be levied on all the property subject to taxation within the corporate boundaries of the Issuer. For a more complete statement of the tax revenues from which and conditions under which this Bond is issued, reference is hereby made to the Resolution. The Issuer, in the Resolution, has also entered into certain other covenants and agreements with the registered owner of this Bond, including provisions for the issuance of additional bonds payable from the proceeds of the Tax on a parity with this Bond for the terms of which reference is made to the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

It is certified that this Bond is authorized by and issued in conformity with the requirements of the Constitution and statutes of this State. It is further certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form

and manner as required by law, and that the indebtedness of the Issuer, including this Bond, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana.

Any capitalized terms in this Bond which are not defined herein shall have the meaning assigned to such terms in the Resolution.

IN WITNESS WHEREOF, the Issuer, acting through the Parish School Board of the Parish of Caddo, State of Louisiana for school purposes, as its governing authority, has caused this Bond to be executed on behalf of the Issuer by the manual or facsimile signatures of the President and Secretary of the Governing Authority, and its corporate seal to be impressed or imprinted hereon.

PARISH SCHOOL BOARD OF THE PARISH OF CADDO, STATE OF LOUISIANA

(Manual or facsimile)
Secretary, Caddo Parish School Board

(Manual or facsimile)
President, Caddo Parish School Board

(SEAL)

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION)

This Bond represents the entire issue of Bonds referred to in the within-mentioned Resolution.

The Bank of New York Mellon Trust Company, N.A., Baton Rouge, Louisiana
as Paying Agent

Date of Registration: _____

By: _____

Authorized Officer

* * * * *

(FORM OF ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

Please Insert Social Security
or other Identifying Number
of Assignee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints

attorney or agent to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

* * * * *

SECTION 6) Execution of Bonds. The Bonds shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer, which signatures and corporate seal may be either manual or facsimile.

SECTION 7) Payment of Bonds. The Bonds, equally with the Outstanding Parity Bonds, shall be secured by and payable solely from an irrevocable pledge and dedication of the avails or proceeds of the Tax. This Governing Authority does hereby obligate itself and its successors in office to impose and collect the Tax annually in each year, and does hereby irrevocably and irrepealably dedicate, appropriate and pledge the annual income to be derived from the assessment, levy and collection of the Tax in each year to the payment of the Bonds. The Issuer further covenants that it shall not lower the Tax rate to result in lower Tax revenues than were collected in the fiscal year prior to the proposed adjustment unless it shall deliver to the Owner, at least thirty (30) days prior to the date of any proposed adjustment, written evidence satisfactory to the Owner showing that the lower Tax revenues will be not less than *1.35 times* the combined Maximum Annual Debt Service requirements for the Bonds, the Outstanding Parity Bonds and any Additional Parity Obligations (the "Debt Service Coverage Requirement"). In the event the Revenues in any one calendar year shall be insufficient to provide the required Debt Service Coverage Requirement in such calendar year the Issuer covenants to increase by rolling forward the millage rate for such year to the extent allowed by law in an amount necessary to achieve the Debt Service Coverage Requirement.

SECTION 8) Parity Bonds. The Issuer shall issue no other bonds or obligations of any kind or nature payable from or enjoying a lien on the revenues of the Tax having priority over or parity with the Bonds, except that additional bonds may hereafter be issued on a parity with the Bonds under the following conditions:

- (1) The Bonds herein authorized or any bonds issued on a parity therewith or any part thereof, including the interest thereon, may be refunded, and the refunding bonds so issued shall enjoy complete equality of lien with the portion of the bonds which is not refunded, if there be any, and the refunding bonds shall continue to enjoy whatever priority of lien over subsequent issues may have been enjoyed by the bonds refunded; provided, however, that if only a portion of the bonds outstanding is so refunded and the refunding bonds require total principal and interest payments during any year in excess of the principal and interest which would have been required in such year to pay the bonds refunded thereby, then such bonds may not be refunded without the consent of the owner of the unrefunded portion of the bonds issued hereunder (provided such consent shall not be required if such refunding bonds meet the requirements set forth in clause 2 of this Section).
- (2) Additional bonds may be issued on and enjoy a full and complete parity with the Bonds with respect to the revenues of the Tax, provided that the anticipated Tax revenues in the year in which the additional bonds are to be issued, as reflected in the budget adopted by the Issuer, must be at least *1.35 times* the Maximum Annual Debt Service for any calendar year on the Bonds, the Outstanding Parity Bonds and the Additional Parity Bonds.
- (3) Junior and subordinate bonds may be issued without restriction.
- (4) The Issuer must be in full compliance with all covenants and undertakings in connection with the Bonds, and there must be no delinquencies in payments required to be made in connection therewith.

In addition to the foregoing, while the Bonds are still Outstanding, the Issuer shall not be permitted to issue Additional Parity Obligations unless it shall deliver to the Owner of the Bonds, at least thirty (30) days prior to the date of any proposed issuance of Additional Parity Obligations, written evidence satisfactory to such Owner showing that the Tax revenues during twelve (12) consecutive months of the previous eighteen (18) months would have been sufficient to produce revenues in an amount equal to *1.35 times* the combined Maximum Annual Debt Service of the Bonds and all outstanding Additional Parity Obligations, including the proposed Additional Parity Obligations.

SECTION 9) Sinking Fund. For the payment of the principal of the Bonds, there shall be established and maintained a special fund known as "Parish School Board of the Parish of Caddo, State of Louisiana, Revenue Bonds (Taxable QSCB), Series 2011, Sinking Fund," said Sinking Fund to be established and maintained with the Paying Agent or its designee. The Sinking Fund shall be maintained separate from any sinking fund established and maintained in connection with any other bonds of the Issuer, including but not limited to the Outstanding Parity Bonds.

Not less than fifteen (15) days before each Sinking Fund Deposit Date, the Paying Agent shall provide to the Issuer a selection of Government Securities that, either alone or in

combination with other Government Securities, satisfies the Sinking Fund Deposit Requirement. Not less than ten (10) days before each Sinking Fund Deposit Date, an Executive Officer of the Issuer, or his or her designee shall, select the Government Security or Securities from the list provided by the Paying Agent to satisfy the Sinking Fund Deposit Requirement. Not less than one (1) day before each Sinking Fund Deposit Date, the Issuer shall deposit in the Sinking Fund an amount fully sufficient to satisfy the Sinking Fund Deposit Requirement falling due on such Sinking Fund Deposit Date; provided, however, that on the Final Maturity Date, the Issuer shall instead be required to deposit the difference between the amount then held in the Sinking Fund and the Principal Amount of the Bonds. On each Sinking Fund Deposit Date, the Paying Agent shall use the amount deposited by the Issuer in the Sinking Fund to purchase the Government Securities selected by an Executive Officer of the Issuer or his or her designee from the list provided by the Paying Agent. If no Government Securities are available or may be purchased on a Sinking Fund Deposit Date to satisfy the relevant Sinking Fund Deposit Requirement, the Paying Agent shall retain the amount deposited in the Sinking Fund as Cash until such Government Securities are available, at which time the Paying Agent shall comply with the terms of this paragraph.

It is further provided by the Issuer that the sum of all Cash and investments held in the Sinking Fund shall equal, as close as is reasonable possible, the Required Sinking Fund Value set forth below on the relevant Sinking Fund Deposit Date:

<u>June 1</u>	<u>Required Sinking Fund Value</u>
2012	\$ 1,380,466
2013	2,760,933
2014	4,141,400
2015	5,521,866
2016	6,902,333
2017	8,282,800
2018	9,663,266
2019	11,043,733
2020	12,424,200
2021	13,804,666
2022	15,185,133
2023	16,565,600
2024	17,946,066
2025	19,326,533
2026	20,707,000

For purposes of determining compliance with the Required Sinking Fund Value, the "value" of any Cash or Government Securities held in the Sinking Fund shall be determined as follows:

- (a) For Cash, the amount of such Cash; and
- (b) For Government Securities, the par of such security plus accrued but unpaid interest on such security (unless such security is in default, in which case the security shall be deemed to have its fair market value, which shall be determined by the Paying Agent based on the bid price list quoted by the Federal Reserve Bank of New York for such security on the valuation date and printed in The Wall Street Journal or The New York Times, or, if such value is not published, based on a determination performed by a nationally recognized and accepted pricing service whose valuation method consists of the composite average of various bid price quotes on the valuation date). Notwithstanding the foregoing, the Issuer shall have the lesser of i) forty-eight months or ii) the length of time until maturity of the Bonds to replenish any deficiency in the Sinking Fund Value due to a default of any Government Securities held in the Sinking Fund.

It is expressly provided that (1) the Issuer shall endeavor to purchase State and Local Government Series securities unless a prevailing reason exists at the time of purchase to do otherwise, (2) the Issuer shall make all reasonable efforts to ensure that the yield on the Sinking Fund for purposes of the QSCB Code Provisions and QSCB Regulations does not exceed 3.83% (which equals the Permitted Sinking Fund Yield in effect on the date of this Resolution), and (3) nothing contained herein shall prohibit the Paying Agent from acting through a designee to satisfy its obligations imposed pursuant to this Section.

The Issuer shall further transfer to the Paying Agent for deposit in the Sinking Fund on or before each Sinking Fund Deposit Date the amount necessary to pay any additional payment amounts due as a result of a QSCB Disqualification Event due on such Sinking Fund Deposit Date.

It shall be specifically understood and agreed, however, and this provision shall be a part of this contract, that after the funds have been budgeted out of the revenues of the Tax for any year sufficient to make all payments required on the Bonds and the Outstanding Parity Bonds herein authorized for that period, and all required amounts for that period have been deposited in the aforesaid sinking funds established for the Bonds and the Outstanding Parity Bonds, then any annual revenues of the Tax remaining in that year shall be free for expenditure by the Issuer for the purposes for which the Tax was authorized.

All Cash and investments held in the Sinking Fund under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds. Neither the cash or Government Securities nor the principal or interest payments on any such Government Securities shall be withdrawn or used for any purpose other than the purchase of additional Government Securities or the payment of the Principal Amount of the Bonds at the Final Maturity Date. The Purchaser is hereby granted an express lien on all moneys deposited and Government Securities held in the Sinking Fund.

Subject to the provisions of this Section, all of the Cash in the Sinking Fund shall be invested in accordance with the provisions of the laws of the State of Louisiana unless available to be used pursuant to the terms of this Resolution within five (5) business days.

SECTION 10) Annual Financial Statements. While any portion of the Bonds is Outstanding, the Issuer shall make available to the Owner its annual audited financial statements no later than 180 days after the applicable fiscal year-end of the Issuer.

SECTION 11) Comprehensive Budget. While any portion of the Bonds is Outstanding, the Issuer shall prepare and adopt a budget at the beginning of each fiscal year and shall furnish to the Owner a copy of such budget upon request of the Owner.

SECTION 12) Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the Bonds to be prepared or printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds shall be deposited by the Issuer with its fiscal agent bank or banks to be used only for the Qualified Purposes for which the Bonds are issued and paying costs of issuing the Bonds.

SECTION 13) Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer, and shall be the only representation of the indebtedness herein authorized and created.

SECTION 14) Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer, or its successor, and the Owners from time to time of the Bonds and any such Owner may at law or in equity, by suit, action, mandamus or other proceedings, enforce and compel the performance of all duties required to be performed by the Governing Authority or the Issuer as a result of issuing the Bonds.

SECTION 15) Amendment to Resolution. No material modification or amendment of this Resolution, or of any resolution and/or ordinance amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of the Bonds.

SECTION 16) Recital of Regularity. This Governing Authority having investigated the regularity of the proceedings had in connection with the Bonds herein authorized and having determined the same to be regular, the Bonds shall contain the following recital, to wit:

"It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State."

SECTION 17) Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name the Bonds is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 18) Notices to Owner. Wherever this Resolution provides for notice to the Owner of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to the Owner at the address of such Owner as it appears in the Bond Register. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner entitled to receive such notice,

either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by the Owner shall be filed with the Paying Agent and the Issuer, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 19) Cancellation of Bonds. Any Bond surrendered for payment, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bond previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and any Bond so delivered shall be promptly canceled by the Paying Agent. Any canceled Bond held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 20) Mutilated, Destroyed, Lost or Stolen Bond. If (1) any mutilated Bond is surrendered to the Paying Agent, or the Issuer and the Paying Agent receive evidence to their satisfaction of the destruction, loss or theft of any Bond, and (2) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or *in lieu* of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section *in lieu* of any mutilated, destroyed, lost or stolen bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with any other Outstanding Bond. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to any mutilated, destroyed, lost or stolen Bond. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of any mutilated, destroyed, lost or stolen Bond.

SECTION 21) Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owner, the Principal Amount (and redemption price) of, and any other amounts owed with respect to the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities and funds pledged under this Resolution and all covenants, agreements and other obligations of the Issuer to the Owner shall thereupon cease, terminate and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Portions of the Principal Amount for the payment of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or otherwise) at the Final Maturity Date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section if they are defeased in the manner provided by Chapter 14 of Title 39 of the Louisiana Revised Statutes of 1950, as amended. Notwithstanding the foregoing, no defeasance of the Bonds shall be permitted without delivery to the Owners of the Bonds of an opinion of a nationally recognized bond counsel that such defeasance will not effect the ability of the Owners to claim the federal tax credits under Section 54A of the Code which such Owners would otherwise be permitted to claim.

SECTION 22) Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of official proceedings of the Governing Authority giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to the Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States of America or of any state, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be

satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 23) Covenants Relating to the QSCB Code Provision, QSCB Regulations and Other Matters. The School Board hereby certifies that:

- 1) 100% of the available project proceeds, as defined in the Code, will be spent for Qualified Purposes;
- 2) 100% of the available project proceeds, as defined in the Code, will be spent at public school facilities within the jurisdiction of the School Board;
- 3) Within the six-month period beginning on the Date of Issuance, the Issuer will incur a binding commitment with a 3rd party to spend at least 10% of such available project proceeds on Qualified Purposes;
- 4) Any reimbursement of proceeds of the Bonds for capital expenditures for Qualified Purposes incurred prior to the Date of Issuance of the Bonds will be undertaken strictly in accordance with 54A(d)(2)(D) of the Code;
- 5) All applicable State and local laws governing conflicts of interest have and will continue to be satisfied with respect to the Bonds;
- 6) The Issuer will redeem all nonqualified Bonds pursuant to Section 3(a) of this Resolution;
- 7) The Issuer will comply with the terms of the Davis-Bacon Act, to the extent required by the American Recovery and Reinvestment Act of 2009;
- 8) Subject to the Terms of the Louisiana Governmental Claims Act (Sections 13:5101, *et seq.*, of the Louisiana Revised Statutes of 1950, as amended), the Issuer is not entitled to claim immunity on the grounds of sovereignty or other similar grounds with respect to (i) itself for claims arising *ex contractu* or (ii) the enforcement of its obligations under this Resolution or the Bonds; and
- 9) The Issuer will submit reports similar to those required under Section 149(e) of the Code.

SECTION 24) Arbitrage. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the provisions of Section 148 of the Internal Revenue Code of 1986 and any amendment thereto (the "Code"), as modified by the QSCB Code Provisions and QSCB Regulations, with respect to the proceeds of the Bonds.

SECTION 25) Disclosure Under SEC Rule 15c2-12(b). It is recognized that the Issuer will not be required to comply with the continuing disclosure requirements described in the Rule 15c-2-12(b) of the Securities and Exchange Commission [17 CFR '240.15c2-12(b)], because:

- (a) the Bonds are not being purchased by a broker, dealer or municipal securities dealer acting as an underwriter in a primary offering of municipal securities, and
- (b) the Bonds are being sold to not more than 35 financial institutions (*i.e.*, no more than thirty-five persons) constituting an "Eligible Person", pursuant to the Rules of the Securities and Exchange Commission which (i) have such knowledge and experience in financial and business matters that it is capable of evaluating the merits and risks of the prospective investment in the Bonds and (ii) are not purchasing the Bonds for more than one account or with a view to distributing the Bonds.

SECTION 26) Default. Upon an Event of Default, the Owner may pursue any and all remedies, including but not limited to an action for mandamus, that may exist at law or in equity pursuant to the law of the State at the time of such Event of Default.

SECTION 27) Acceleration. The Issuer represents that it has not granted to any Person holding any indebtedness issued or incurred by the Issuer which is payable from or secured solely by a lien on the revenues of the Tax the right to accelerate the Issuer's obligation to repay such indebtedness following the occurrence of a default or event of default by the Issuer with respect to such indebtedness. The Issuer covenants that it shall not grant the remedy of acceleration to any Person holding any indebtedness issued or incurred by the Issuer, which is payable from or secured solely by a lien on the revenues of the Tax, upon the occurrence of any event of default with respect to such indebtedness unless the Issuer has received the prior written consent of the Owners of the Bonds. In the event that the Issuer shall grant the remedy of acceleration to any Person holding any indebtedness issued or incurred by the Issuer which is payable from or secured solely by a lien on the revenues of the Tax, upon the occurrence of a default or event of default with respect to such indebtedness or upon the occurrence and continuation of an Event of Default hereunder the Owners of a majority of the outstanding principal amount of the Bonds, in their sole discretion, may deliver a notice to the Issuer declaring all amounts outstanding hereunder and under the Bonds to be immediately due and payable and such amounts shall then be immediately due and payable.

SECTION 28) Publication. A copy of this Resolution shall be published immediately after its adoption in one (1) issue of the official journal of the Issuer.

SECTION 29) Award of Bonds and Incorporation of Commitment Letter. The Superintendent is authorized and directed to execute the Commitment Letter on behalf of the Issuer. All of the provisions of the Commitment Letter not otherwise addressed herein are incorporated herein by reference. It is intended by the Issuer and the Purchaser that the Commitment Letter and this Resolution shall constitute a binding, written contract for the sale of the Bonds. The Bonds shall be delivered to said Purchaser upon the payment of the Principal Amount thereof.

SECTION 30) Severability; Application of Subsequently Enacted Laws. In case any one or more of the provisions of this Resolution or of the Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions of this Resolution or of the Bonds, but this Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provisions enacted after the date of this Resolution which validate or make legal any provision of the Resolution and/or the Bonds which would not otherwise be valid or legal, shall be deemed to apply to this Resolution and to the Bonds.

SECTION 31) Section Headings. The headings of the various sections hereof are inserted for convenience of reference only and shall not control or affect the meaning or construction of any of the provisions hereof.

SECTION 32) Effective Date. This Resolution shall become effective immediately. This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Steve Riall	<u> X </u>	_____	_____	_____
Jasmine Green	<u> X </u>	_____	_____	_____
Debra D. Seamster	<u> X </u>	_____	_____	_____
Charlotte Crawley	_____	_____	<u> X </u>	_____
Curtis Hooks	<u> X </u>	_____	_____	_____
Mary Trammel	<u> X </u>	_____	_____	_____
Lillian Priest	<u> X </u>	_____	_____	_____
Bonita Crawford	<u> X </u>	_____	_____	_____
Barry F. Rachal	<u> X </u>	_____	_____	_____
Larry Ramsey	<u> X </u>	_____	_____	_____
Ginger Armstrong	_____	_____	<u> X </u>	_____
Dottie Bell	<u> X </u>	_____	_____	_____

And the resolution was declared adopted on this, the 18th day of October, 2011.

 /s/ Gerald Dawkins
Secretary

 /s/Lillian Priest
President

8.05 Rewording of the Youree Drive/Broadmoor Magnet Component Resolution. The board approved the rewording of the Youree Drive/Broadmoor Magnet Component Resolution as follows: That the procedures established by the Caddo Parish School Board on January 17, 2006 for placement of students in the Broadmoor and Youree Drive Middle School Magnet component programs on a first come first served basis be revised as follows:

That the students seeking admissions to the Broadmoor and Youree Drive Middle Schools magnet component programs shall use the same joint application as the applicants seeking admission to Caddo Middle Magnet School and Herndon Magnet School;

That the students seeking admissions to Broadmoor and Youree Drive Middle Schools magnet component programs shall be administered the same standardized admission test as the applicants seeking admission to Caddo Middle Magnet School and Herndon Magnet School;

That applicants who meet the qualifications for admission will be ranked according to their admissions test scores, and admissions shall be based upon ranked test scores. There will be no preference given to siblings of enrolled students.

8.06 December CPSB Meeting Date. The board voted to change the December 20, 2011 CPSB meeting to Tuesday, December 13, 2011 due to the Christmas holidays.

8.08 2011-12 Corrective Action Plan and Budget. The board approved the 2011-12 Corrective Action Plan and proposed budget as recommended by staff and submitted in the mailout.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the superintendent and submitted in the mailout.

Mr. Hooks moved to postpone action on the superintendent's recommendation for this position of custodian supervisor. Motion failed for lack of a second. Vote on the original motion carried with Board member Hooks opposed and Board members Riall, Green, Seamster, Trammel, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.

BIDS (PURCHASING)

Mr. Rachal moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the mailout (1) Student Keyboard Packages for Music Department to be re-bid at a later date; and (2) School Specialty, total unit price of \$66.24, for student backpacks and supplies for Title I. Mr. Rachal asked staff to explain the \$65 cost for these backpacks. Mr. Graham stated that these are for the Homeless Program throughout the parish and they are packaged with supplies needed for school. Mr. Rachal asked if this has been approved in the Title I budget and will not impact the individual schools? Mrs. Parker stated that it comes off the top of the Title I budget to accommodate special needs and it doesn't impact the individual school budgets. Mrs. Bell noted that Caddo has approximately 1,100 homeless students and she believes it is important that when possible to do what we can through Title I to help these students. Vote on the motion carried.

OT/PT PAY SCHEDULES

Mr. Rachal moved, seconded by Mrs. Crawford that Rahmberg revisit the OT/PT pay schedule and verify that what we are doing relative to the OT/PT pay is accurate and to provide the board with a recommendation on changing how their pay is based. Mr. Rachal shared that he visited with staff on this matter; and since there are some unknown factors, he would like for Rahmberg to revisit this and address his concerns that we are taking medical professionals and trying to determine their pay according to educational professionals. Vote on the motion carried with Board members Hooks and Bell opposed and Board members Riall, Green, Seamster, Trammel, Priest, Crawford, Rachal, and Ramsey supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he will send the board a summary of the Graduation Cohort Report received on Monday; that report included two of Caddo's schools (Huntington and Woodlawn) among the schools in the state that made double digit gains.

Dr. Dawkins also shared an assignment sheet for the CPSB Policy Review reflecting the sections of the Policy Manual on which board members will serve, as well as representatives from the employee organizations.

NEW BUSINESS

Mr. Ramsey requested that the Audit of the Purchasing Department be on the November agenda.

ANNOUNCEMENTS AND REQUESTS

Mary Trammel asked the superintendent to look into resolving the transportation problems associated with the Operation Graduation Program at Woodlawn High School.

Mrs. Bell announced that Huntington High School band won superior and she would like to see this recognition in the media. She also invited board members to attend the State Fair at 4:00 on October 26th and support the 4-H Program and the children.

Mr. Riall announced he will bring recommendations in the not too distant future regarding the possible sale of Caddo Parish School Board abandoned properties in northern Caddo Parish (Hosston, Pine Valley and Rodessa). Mr. Hooks also reported that Ted Cox contacted him regarding his interest in purchasing the George P. Hendrix property.

Mr. Hooks asked that the superintendent look into speedy replacements of two teaching positions (Chemistry and Algebra) in the Fair Park Medical Careers Program.

Mr. Hooks also asked for a breakdown on the figures provided by school for construction projects during the summer of 2011. He also expressed appreciation for the speedy response to his request on the Turnaround Program; however, he stated he is confused by the response because they were paid a stipend the previous summer. Dr. Dawkins noted they could have possibly been paid, but not from those funds.

Ms. Seamster expressed her appreciation for staff assistance in conducting meetings at schools in her district.

Miss Green asked the superintendent to look into the need for books at the Newton Smith Sixth Grade Center library.

Mr. Hooks asked the superintendent about an up-to-date *Minifacts* that includes the 7-12 grade configurations.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Riall moved, seconded by Miss Green, to go into executive session for the purpose of hearing a student readmission appeal. Vote on the motion carried and while the board did not actually go into executive session, they did reconvene in open session at approximately 5:54 p.m. Mr. Ramsey moved, seconded by Mr. Hooks, that the board accept staff's recommendation for Z.R. Vote on the motion carried with Board member Priest opposed and Board members Riall, Green, Seamster, Hooks, Trammel, Crawford, Rachal, Ramsey and Bell supporting the motion.*

Adjournment. *Mr. Riall moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:56 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

November 1, 2011

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, November 1, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Debra Seamster, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal (arrived at approximately 5:00 p.m.), Larry Ramsey, and Ginger Armstrong. Also present were Secretary Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Green led the invocation and Pledge of Allegiance.

The board expressed its appreciation to Debra Seamster, interim District 3 representative, for her service to the district during this interim time. President Priest also recognized Carl Pierson, newly elected representative for CPSB District 3 who will be sworn in a few weeks.

PRESENTATIONS

Reapportionment. Dr. Gary Joiner shared with the board a copy of Reapportionment Plan 10 which reflects what the Caddo Parish Commission approved with the adjustments made after one-on-one meetings with CPSB members. While this proposed plan may not be what the CPSB votes on, Dr. Joiner reported that it is the basis of that plan. He noted that Districts 4 and 8 are now in sync, District 12 is the largest district, and District 3 is the smallest district. He suggested that the board members look at the proposed plan and notify the superintendent or himself if they are o.k. or if additional minor changes need to be made. Dr. Joiner stated that once everyone is in agreement, public hearing(s) can be set and it is possible the board could vote on the plan by the November 15th meeting.

Mrs. Crawley asked about the possibility of getting a copy of every board member's map.

Ms. Priest announced that board members should review their proposed district changes and email Dr. Joiner by 5:00 p.m. on Wednesday and an attempt will be made to hold a public meeting/hearing and possibly vote on the CPSB plan at the November 15, 2011 meeting.

Technology Overview. Superintendent Gerald Dawkins stated that in responding to the needs of the 21st Century learner, staff is prepared to share with the board information on Caddo's technology resources, what we have in our technology inventory, how our resources are being used on a daily basis, as well as descriptions of the district's challenges, possibilities, and opportunities. Dr. Dawkins stated that we should always strive for higher achievement, equity and access for all students at all times, as well as operational efficiency and elimination of duplication and redundancy. He noted that everything in tonight's presentation (policy, training and resource implications) will give board members the opportunity to change or create appropriate policies to help guide the District's future. Dr. Dawkins stated that it is important that everyone understands and is comfortable with this powerful technology resource in Caddo Parish Public School District. He said the school board will tonight have the opportunity to expand its skills and learn what resources are available to students and staff through a hands-on experience. The superintendent stated that staff continuously reviews the District's resources and assets because we can no longer afford to continue allocating resources and programs that do not move the District forward academically or efficiently; and the redirection of resources will be a reality for all schools and departments.

Ms. Golett, director of information technology, shared with the board specifics of the Information Technology program and Reginald Dodd shared with the board the instructional technology support afforded to Caddo teachers and students on a daily basis. Ms. Golett reported on the expansion of technology's role from doing automated processes to providing

Internet services and applications. She shared with the board the technology currently in place in Caddo and the vision for how technology will be used in the future to achieve academic success and operational efficiency. Ms. Golett reported that Caddo's network is one that is efficient, robust and scalable; being built to not only support the District's current needs but future needs as well. She explained that the District's network currently supports voice, video and data on the single converge network, wired or wireless; and in order to meet the increased demand for Internet access, the Internet Bandwidth has been doubled from 250 megabytes per second to 500 megabytes per second. Ms. Golett also highlighted the different products and services added to the Network, including hosted Internet applications, security video feed, and streaming video from the website.

Ms. Golett also shared with the board the support offered to the District's core business system – HR, Finance, Payroll, Insurance; maintenance of approximately 20,000 work stations in the District, replace or upgrade 500-700 work stations throughout the schools; JPAMs student information system, Parent Portal, website and streaming of Board meetings.

Tommy Smith, director of Maintenance, shared with the board how School Dude is used to process work orders in the Maintenance Department, and shared with the board how far the District has come from a cumbersome, old process to a wireless system utilized daily by 335 employees. Mr. Smith explained that the initial step eliminated approximately 70% of 60,000 pieces of paper; and being fully implemented with the wireless program, we should eliminate 100% of the paper. He also reported that staff believes the District has gained an efficiency of 30 minutes per work order; and when the wireless is fully implemented, an additional 30 minutes will be seen per work order. Wireless devices have also been implemented, i.e. Netbooks, which allows work orders to continue in the event the Internet goes down.

Otis Jones, director of Transportation, highlighted WebQuery which is open to the schools, public, parents, et.al. who need bus information on students. Mr. Jones also shared how invaluable the GPS system has been to the Transportation Department and how it can tell if a bus is on the way, if it is making scheduled stops, if it is exceeding the speed limit, is it arriving to the school on time, as well as provide a means for schools to look online and determine where their buses are at any given time. He also shared a bus simulation; and in an accelerated manner, how the bus traveled to its school and times it made scheduled stops.

Roy Murry, director of Security, provided a brief overview of what security is doing with cameras, access control, and alarm systems in Caddo's schools. Mr. Murry stated that the advances in technology today are allowing us to keep our schools safe by supervising and monitoring students and controlling access to the schools. He added it also is allowing us to place personnel in strategic places where needed and to monitor from remote locations other areas of a school that may not have as much traffic. Mr. Murry explained that it also allows for the night foreman a laptop in their patrol vehicle to respond to a burglary, to pull up the school as they are responding to the call adding to officer safety, and it also gives the patrolman information he can relay to law enforcement in the event of a burglary. In major emergencies on a school campus that includes responding agencies, the patrolman can set up so responding agencies can pull up live video of what is taking place in the school building as well as have access to recorded video prior to their arrival on the campus. Mr. Murry also reported that Caddo has gone from an analog alarm system to a digital system and the implementation at the new 7-12 configurations to help keep the schools safe.

Reginald Dodd, supervisor of instructional technology, demonstrated what will happen in a typical day of a student and the technology used during the course of a student's day. Mr. Dodd explained that the different types of technology that students have access to during the day include their books, instructional resources, assessments, etc. He said staff has been and will continue to ramp up the professional development in instructional technology so that the

technology is used effectively. With part of the vision of the District being to continue to provide training for all teachers and staff to improve proficiency and efficiency in the use of technology, training principals and assistant principals to take ownership of the technology vision at the school to make sure that the instruction goes forward as it should is also a part of that professional development. At this point in the meeting, demonstrations and hands-on activity took place on how technology is used in the classroom today.

Superintendent Dawkins commented that full digital conversion in the schools, programs and departments is the goal and beginning next week with the principals a book study on *“Teaching Digital Natives”*, and discussions on 21st Century learners will begin. At the end of the study, iPads will be issued to the principals and they will be expected to use them as management and learning tools to begin leading our students to a higher appreciation of the opportunities available to them. He said whole school applications will begin implementation in the Fall 2012 based on the results of the underway plan and pilots in Caddo schools in Math, English/Language Arts and Science at Kindergarten, Elementary, Middle, and High School levels to find out how impactful it is at each of these levels and how it is enhancing their learning. Funding will come from IDEA, Title I, and some General Fund, the resources of which are already in place, but only capitalizing on the use of these funds to manage and evaluate. He added that Special Education will pilot the use of specially designed software for autistic and dyslexic students. “Bring your own device” will also be piloted for one year at a middle and high school this year to include how a student’s Smart Phone can be used with this powerful technology. Thus, policies will need to change so we can ensure that students have access to information 24 hours a day and for students that do not have computers at home, it is important to not miss them if they have the opportunity to access the information via their cell phones. Also, a “Cloud Computing” for reading and math will be piloted; and staff is proposing that we immediately start a Virtual School in Caddo with the first phase implemented in January 2012. He noted that it is on the agenda and staff is bringing the proposal in Phases I, II and III; along with a recommendation, on November 15th.

Rosemary Woodard, director of assessment and school support, explained that in January, pending approval of the platform, we hope to begin an aggressive outreach for credit recovery, credit reclamation, and remediation for students who have failed classes the first semester and help them move forward. Mrs. Woodard explained that with End of Course testing, it is anticipated that approximately 1,000 students will be eligible for remediation and we will take applications for this platform via a media blitz. She added that beginning in February, Phase II will begin by contacting home study students and others, as well as studying the research and hopefully avoiding the pitfalls, the biggest which has been parents not being informed of the expectations. She said the estimated cost and impact to the board currently will be through the remediation budget; and if next year the District can reclaim 200 students, it will more than pay for the platform. In Phase III, Mrs. Woodard explained that the District hopes to reclaim all the home study students in the parish, look at the State Department regarding attendance zone waivers beyond Caddo Parish, and hopefully impact 500 students with the Virtual platform.

She said the implications include expanding course offerings everywhere and the vendor is working with staff to get project-based learning in place with all the technology available and hopefully reclaim not only home study students, but also hospital homebound in addition to expanding offerings to the juvenile detention center and other areas where students have not been successful in other mediums. Mrs. Woodard reported that the support of the teacher technology center, the content supervisors, and designated school administrators are all in place ready and waiting to move forward.

Dr. Dawkins noted Mrs. Woodard’s comment relative to pitfalls and that you cannot turn students loose, who have been unsuccessful, in a Virtual School environment without some support. At this time Southwood and Hamilton Terrace have infrastructure and staff in place

working on this and these two places can be used for students to initially go for the face-to-face time with teachers in addition to this Virtual piece. He said the goal summary is to increase student performance and achievement and operational efficiency, 21st Century technology anytime, anywhere; and because the board has invested heavily in this, we can do this; and it is important to not wait any longer. While additional resources may be needed, he stated staff does not plan to request these from the board until all available funding possibilities have been exhausted. Partnerships with corporations and foundations, locally and nationally, will be sought to support these efforts; and in spite of any challenges, we must aggressively press forward to assure that every child, every student in Caddo Parish, and every staff member realizes the full potential of the technology resources provided by the board.

Mr. Riall stated his experience of typing in an address and it listing Linwood Charter School as a neighborhood school. He asked if Caddo is required to list Linwood Charter on our web site. Mr. Jones stated that he was not aware and will follow up.

Ms. Priest expressed her appreciation to staff for the information presented and that with the board having allocated dollars for technology, this is coming to fruition and is the way our students are studying and learning today. She commended the staff for moving forward to improve the academic learning and environment for students; because in the long run, it will be a savings to the District through safety means for the students and employees and encouraged staff to move forward with reviewing the policies and practices that may need revising or eliminated as a result of implementing technology for Caddo students.

Mrs. Crawley asked if students are using their identification cards for access to the buses the same as are used to access buildings, providing information as to who is on the bus. She also announced that on November 7th at the Convention Center there will be a free workshop on how technology is rearranging the brain. She also referenced how the maintenance workers in her business used their cell phones to clock in and out as well as a GPS. Mrs. Crawley also asked if these ID cards are being used in the cafeteria so parents can be notified when the student's account is low. Dr. Dawkins responded that the District has this in place.

Mrs. Crawford referenced the study being conducted in 17 Kindergarten classrooms with iPads and asked if she could get the names of the schools? She also asked about the Math apps and how many times a student can enter the answer to a multiple choice question before it locks them out? Mr. Dodd explained they can change the answer as many times as they wish, but it is recorded when they move to the next question; and at the end, it will tell them how many they got correct and how many were incorrect. It will also allow them to go back and view the incorrect ones. Mrs. Turner explained that when the iPad is used as a teaching tool, it is a demonstration and the teacher will ask students to respond and then point out and explain errors. She also explained that with some software, and depending on what is being utilized in the classroom, it may prompt them to do certain things or to move forward and come back to a particular question.

Miss Green asked the superintendent if parents have access to where bus stops are located and can actually see where the bus is on a map. Mr. Jones responded that is not for the parents, but WebQuery is for the parents to determine their bus stop, the bus driver's name and a number to reach them. She also asked about the principals receiving iPads next year? The superintendent clarified that will be this year; and they will receive them upon completion of the study, which is not new and is already a part of the budget. Miss Green asked if principals will be able to view the security cameras from the iPad and the superintendent responded they will.

Mrs. Bell thanked staff for the informative presentation and asked security if they have the capability to view all the cameras at all schools? Mr. Murry responded that he has a listing of all the cameras in all the schools and cameras are being attached to the alarm systems so that the

night security will be able to pull up a camera in the location of an alarm. He added that at this time the department has one very large screen and four computers and different cameras can be set up on different screens for monitoring. If there is a certain area we are having problems with break-ins, Mr. Murry explained that those specific cameras can be placed on the screens for closer monitoring. Mrs. Bell also asked transportation about the GPS systems for principals. Mr. Jones explained that it allows principals access to a link so they can look up the buses assigned to their schools. Mrs. Bell stated she believes this is a great idea, because when a bus is not at the school as scheduled, the principal can locate the bus and announce to the teachers a bus is late. Mrs. Bell said she is very impressed with how the children are learning today with technology available, and she knows that eventually books will be out and hopes that at some point every child will have their own Smart Phone/SmartBoard.

Ms. Seamster asked about School Dude and the intent to go paperless and how often does Maintenance generate reports? Mr. Smith explained that reports can be generated anytime they are needed and the data is time dated so that every time a report is generated it is only one minute old. Ms. Seamster suggested that the web site be updated to include the board member's name and district information to the school sites.

Mr. Ramsey referenced conversations with the superintendent about bandwidth during testing times; and this year he visited eight sites where there are still some issues with JPAMS. He said it is slow and sites get dropped; and he believes if these issues are not corrected, all the bells and whistles will not make it run as it should. Mr. Ramsey asked that the superintendent and his staff poll the schools to determine how many are experiencing these JPAMS issues.

Ms. Priest reminded the board that a partnership was formed this past summer for providing technology to students on free lunch.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR NOVEMBER 15, 2011 CPSB MEETING

Superintendent Dawkins highlighted items proposed for the board's consideration at the November 15, 2011 meeting and the following discussion ensued.

Out of State Travel (General Fund). Mr. Ramsey noted the number of out-of-state travel requests last month and encouraged staff to continue to be cognizant of the budget situation and that requests for out-of-state travel should only be those that are absolutely necessary.

Bids (Purchasing). Mrs. Crawford reported on recent articles/books she read on nutrition and that people are going back to cooking. She asked when bids are let on various food items, are we cognizant of this? Mrs. Harris explained that the cafeterias still cook a lot of things from scratch and do more from scratch than any other parish in the State of Louisiana. She reported that the Child Nutrition Department implemented a number of things between breakfast and lunch based on the Healthy Hunger PreChild Act of 2010 whereby students get more fruits, vegetables and whole grains. She also encouraged board members to come by the Student Nutrition Workshop at the Caddo Technology Center to see and taste what is being offered.

Bids (Purchasing) – Virtual School Services. Mary Ann Trammel inquired about receiving only one bid for Virtual School services, because she believes there should be three or four bids for this amount of money. Mr. Graham, director of purchasing, reported there were actually two bids; however one was disqualified because they did not submit prices. Both were adequate bidders; and the bid chosen was a very acceptable bid. Mr. Rachal stated his agreement and that he, too, is shocked there were only two responses and one of those rejected. He asked if the bid was tailored to where we would not get many responses. Mr. Graham said we did not, and it was bid nationwide through the district's on-line bid process. Mr. Rachal asked if it is more difficult

because we are in a way competing with the state, and Mr. Graham responded that he could not answer that. Mr. Rachal also stated he is leery in only having two bids, rejecting one and basically leaving us with no choice but the one. He asked if it is possible to rebid this item. Dr. Dawkins responded that this is also time sensitive to moving forward.

Mrs. Woodard explained that if the platform had not been able to do what we need it to do, it would have been rejected. She said the criteria is set so we can service grades sixth through 12 and in certain content areas with backup of professional development and Master's level teachers. She said there are several platforms available and staff researched all of them and if this particular bid did not deliver what we need to do relative to the academic component, staff would have rejected the bid.

Mr. Rachal asked for supporting documentation on this company; what they do, how they do it, more than just a single sentence as backup. Mr. Graham reported there is an extensive booklet on this that can be shared with the board members.

Mr. Ramsey asked for clarification and is it not correct that E2020 is a company that we have a track record with? Mrs. Woodard responded that is correct and staff is currently using this platform at Southwood for credit reclamation, and staff is very pleased with their performance. Mr. Ramsey stated that he understands rejecting a bid that cannot provide the platform needed.

Mr. Riall noted the original estimated annual expenditure of \$200,000 and the bid is right at \$300,000. Mrs. Woodard clarified that this is over a three-year period. Mr. Riall asked if he understands it is \$100,000 a year and Mrs. Woodard said that is correct.

Ms. Seamster asked if this company provided staff with a demonstration of the product. Mrs. Woodard responded that staff has worked with this company for approximately one year and all the vendors that do this type program. Ms. Seamster asked if this is for software only and Mrs. Woodard explained that it is for support services as well. Ms. Seamster also asked about the additional expenses associated with the virtual school and if there is a total amount budgeted. Mrs. Woodard explained that the presentation reflected that in Phase I, the initial cost of putting the software in is already budgeted in the remediation budget amount; and as the program expands and more students are brought in, the costs presented are projected costs. Is the fee a one-time fee or is it an annual fee? Mrs. Woodard stated that the proposal is to provide services for three years and why staff believes it is a very good proposal.

Mr. Riall referenced the budget crisis and in spending \$300,000 over three years, that amount could put five people back to work who were laid off.

Mr. Rachal asked if the \$300,000 covers three years or is it annual. Mrs. Woodard pointed out the very detailed information provided on BoardDocs explaining that if the board approves this request it will be spread out over three years; and because staff will tie into what is already operational at Southwood, the amount should cover three years of services and software. Mr. Rachal also explained that from the State alone, and if our MFP is \$5,000 and the cost is \$100,000, this represents only 20 students.

Ms. Priest commented on the technology presentation and all of the great things happening with technology. She said Virtual Schools are here and Caddo Parish needs to be ready, because if we do not offer it, someone else will. She added she believes it is a golden opportunity for Caddo to reclaim a number of Caddo students; and \$100,000, she believes, is only a drop in the bucket.

Mrs. Crawford referenced the breakdown on the MFP (in Phase III). Mrs. Woodard responded that is correct and it will be twice as much relative to the cost. Dr. Dawkins stated he has the response and will share it with the board members.

Mary Trammel stated her understanding that this meeting is a work session and is the opportunity for the board to ask questions. She stated that the information received was so vague, that it is necessary to ask questions so everyone understands it since this is about money.

Mrs. Bell stated that she needs more details and the importance of asking questions when the board is making a decision to spend a lot of money. She explained that she asked staff at last month's meeting for information on Virtual Schools; and with the recent newspaper article on graduation rates, this is a way we can claim back some of our students. Mr. Hooks stated his agreement with Ms. Trammel's comments.

Reginald Abrams noted some possible confusion in what this item actually is because this is a bid response and basically all the board ever gets in a bid response is the cost for what is in the RFP. He explained that administration will only give the board the cost and who they are recommending. The decision to have a Virtual School has obviously been made and now the board must accept the bid on the RFP, if it is within the budget, or reject it. He further explained that it is o.k. to discuss the item; however, it is no different than other bids. Information on the RFP was shared with the board at the last meeting; and at this meeting, staff is bringing a recommendation based on the response to the RFP. At this time, the board must, if it is within the budgeted amount, approve it.

Mr. Riall asked about a decision being made to have a Virtual School; and if Caddo will be in competition with the State offering, what is Caddo doing to offer our product over what the state is doing? Will we promote the idea of enrolling students in the Virtual School over our neighborhood schools? Are we going to allow students to be part-time in the Virtual School; and if so, will we collect any MFP funding for them?

Superintendent Dawkins responded that we are in competition with the State anyway, via charter schools; and Virtual Schools is yet another entity the State has also involved itself in. He added that thousands of students in the community are not in any school. He also stated there are students in the Caddo schools that can use any enhancement tools that we do not presently offer, and this is an additional opportunity for those who can succeed in this type environment.

Mr. Riall again stated his main concern in approving budget items such as this is the board needs to look at these closely to ensure that we get the return on our investment that we wish to get. Dr. Dawkins stated that is the reason behind development in three phases, and part of that is to start small and build the marketing for this program. Dr. Dawkins added that the effort is to also respond to the community in the citizens' plea for help. Mr. Riall stated if we do it, we need to make sure it is successful.

Ms. Seamster asked about the request at last month's meeting to receive the RFPs provided.

Mr. Hooks also stated that the board needs to look at the fact that the Caddo Parish School Board has been in turmoil and virtual schools are coming, and are here. He noted that people have lost confidence in Caddo Parish and he is not certain jumping on the turmoil will help.

Mr. Rachal asked how many students are expected. Dr. Dawkins responded that in the initial Phase I staff has determined approximately 200 for repeat credit, and 1,000 for remediation/summer program. For Phase II, Dr. Dawkins stated that 254 virtual students (full time) and about 500 full time students. Mr. Rachal asked about the students picking up credits. Mrs. Woodard shared that Caddo presently has approximately 400 students that are home study students, and this audience will be targeted.

Ms. Priest reminded the board that the item before the board today is whether or not Caddo Parish School Board will accept the bid before the board. Mr. Rachal stated that without the supporting information it makes it very difficult to spend \$300,000. He noted the importance of having this information in order to make a decision.

Mr. Abrams suggested that in order to clarify this item, the board can bring a motion to accept the bid, followed by another motion (at some point) for Phase I and ask the superintendent to bring back at a later date the recommendation for Phases II and III. If done this way, it is more likely that the Virtual School becomes a real school in providing needed services.

Mrs. Crawley stated that her real question is while she supports Virtual Schools, when did the board vote on this item? Dr. Dawkins noted that the last meeting when this item was brought to the board it was pulled because the board wanted additional information for establishing a Virtual School. Mrs. Crawley stated that the order for doing this should be the board votes to do the project and approves the RFP to be mailed out, and then acts on the bids when they are received. Mrs. Crawley stated that while she supports Virtual Schools, she believes the order was reversed. Mr. Abrams explained that administration put out an RFP for software services and a proposal was received under the RFP submitted. He further explained that because the superintendent acts on behalf of the board regardless of whether or not the board has voted, the bid is out there and is one that the board must approve if it is within the budget. Otherwise, under the bid law, there is a requirement that it may not be rebid for another year because you have someone who has bid the project. Thus, Mr. Abrams stated the board will need to accept it based on the criteria in the bid and the response which resulted in a recommendation from administration. He added that the normal process would be for staff to submit to the board a recommendation to do an RFP for a Virtual School, the board votes on it and an RFP is put out. At this time, an RFP went out based on a decision by the superintendent and it is a viable RFP with information submitted by the company that falls within the criteria; however, it is higher than what he saw as the budgeted amount, and the board can accept it that way. Mr. Abrams stated that if the board wants to move forward, the board approves the bid amount to begin the process and can do so by approving it in phases, with the motion to approve the purchase and the services based on the bid and implement Phase I and request from the superintendent additional information for Phases II and III. Mrs. Crawley asked about the 1,000 in remediation and if these are children currently enrolled in Caddo and we are already getting MFP for these, but they need remediation because they are falling behind or they need to repeat a class. Dr. Dawkins said that is correct. Mrs. Crawley asked if she understands that this will not be new MFP dollars. Dr. Dawkins said that is correct; but the board is currently paying additional dollars to remediate them. Mrs. Crawley asked staff to explain how we will save money? Mrs. Woodard explained that the savings is in the summer remediation as 90% of what will be done this summer will be through the on-line platform, which allows for the opportunity to manage more students in end-of-course remediation and GEE remediation through the Virtual School platform. Mrs. Crawley asked if students will show up at a site. Mrs. Woodard explained they will show up at a site to test, but they can be managed through the Virtual platform the same as taking classes on-line, managed through email and other accesses set up through the platform. Mrs. Crawley asked if we will not hire summer school teachers and principals. Dr. Dawkins explained that based on the Virtual structure, we will hire fewer people to do on-site work, and asked Mrs. Woodard to report how much has been spent on summer remediation. Mrs. Woodard reported that the last two summers the District paid approximately \$2 million for remediation. Mrs. Crawley asked if she remembers correctly that one summer Blessed Children (or another organization) did our summer school. Mrs. Woodard explained that we partner with organizations to pick up a part of what it costs us and our part was approximately \$2 million. Mrs. Crawley asked if this would mean we would not spend anything like this with this program. The superintendent stated that is correct over a two-year period of time. Mrs. Crawley asked when will Phase II be implemented? Dr. Dawkins responded that will be next year, 2012-13 school year.

Mrs. Bell stated that this is not new to us but came up in discussion two months ago. She also reported that the last time it was brought up, she asked for more information on Virtual Schools because this is a way we can help save students that are not in school or those that are struggling. Mrs. Bell asked that when the board meets and discusses something for two to three hours to make it about something that will help students, even if it does cost \$1 million. She stated her concern is the students we are losing.

Construction (Capital Projects). Ms. Priest asked for a list of the schools for this project.

SRAC Letter of Agreement. Ms. Seamster asked about the \$40,000 to SRAC - how much does the School Board expend for ArtBreak and does the City of Shreveport participate in the cost of the Convention Center? Dr. Dawkins explained that staff has listed transportation and security as well, and regarding the cost for the rental of the building, the City has participated in the past in this cost. The District also has a contract with the City for the use of the Convention Center for our high school graduations and we are attempting to parlay that partnership to something lower, even though the cost is set for this year. Ms. Seamster asked if staff has an approximate overall amount that the District spends annually on ArtBreak in addition to the \$40,000. The superintendent responded that we spend approximately \$8,500 for security and approximately \$4,300 for transportation and the facility rental is approximately \$19,000 which is in the Arts Department budget. Dr. Dawkins also explained that Bossier pays a fee proportionate to the size of that district.

Purchasing Department Audit. Superintendent Dawkins reported that he met with the auditors and with the department head to discuss the Purchasing Department audit and Jeff Howard is in attendance if board members have questions. Mr. Ramsey stated that he will make a motion directing the superintendent to implement all the recommendations of the internal audit immediately, to report to the board when each recommendation has been fully implemented, and to direct the internal auditor to perform periodic sample audits of the Purchasing Department. He said he spent extensive time reviewing the audit and met with the auditors to get his questions answered. Mr. Ramsey stated that the audit was very thorough and precise and the superintendent is already addressing those situations that are problematic and need addressing quickly. He added this is the purpose of internal audits and he is very comfortable with the motion he will bring. He also applauded the job well done by the District's internal auditors.

Mrs. Crawley expressed her appreciation for the timely submission of the audit and why she believes these audits are important, especially in times of changes in leadership. She also stated she believes these recommendations for change will help the department to be what it needs to be. She also agrees with periodic updates or mini-audits.

Mrs. Bell expressed appreciation to staff for the detailed report and asked how long did it take to conduct this audit? Mr. Howard responded that it took a couple of months and there are about three or four internal audits in process. The next internal audit brought to the board will be Maintenance or Energy Management. Mr. Howard also noted that the warehouse was not a part of the Purchasing Department audit, and it will be brought to the Board in a separate audit.

Mr. Hooks asked the superintendent what part did Mr. Graham play in the Purchasing Department audit? Dr. Dawkins responded that he worked with Mr. Howard in providing information and access to information in this department. Mr. Hooks also asked when did Mr. Graham take over as interim for this department? Mr. Graham responded in June of last year (2010). Mr. Hooks asked how far back did the audit cover? Mr. Howard explained that they sampled information during July 1, 2010-June 30, 2011, the 2010-11 school year. Mr. Howard reminded the board that they did not audit a person, but audited a department. Mr. Hooks stated his understanding; however, there is a person over that department that is responsible for what is going on in that department. Mr. Hooks stated his concerns since the director was newly

appointed and it was audited first. Dr. Dawkins stated his understanding of Mr. Hooks' concern, and staff will take the information and work with Mr. Graham to make the needed changes in how things are done in the department, and this does not cast any reflection on Mr. Graham. He said the audit activity reflects all the work in that department; and to move forward, it will take leadership and a team effort. Mr. Hooks said his main concern as a board member is to first make sure the children are treated fairly and second to make sure the employees are treated fairly. Dr. Dawkins said the board can be assured that will happen.

Mrs. Bell stated her agreement with Mr. Hooks and asked Mr. Howard if the board did not indicate going back two or three years for the audit? Mr. Howard responded that two to three years of information would take possibly closer to five or six months and the information would not be as timely. He also stated that one year is a standard for auditing. Mrs. Bell stated she always thought 2011 would not be involved because Mr. Graham was an interim person and when only auditing one year, is that fair? If so, maybe the first audit should have been on a department that had someone in the leadership position longer and was not an interim director. Mr. Howard stated that he never heard about going back two to three years on the audit, and that possibly we are talking about two different things, and it may take two to three years to complete all the departmental audits. Mrs. Bell said it is her opinion that if we audit a department where the leadership quit and an interim is placed in that position, she is concerned about the fairness.

Ms. Priest reminded the board that we are not talking about personnel, but about a department. She said if she were the one sitting in that position for the period of time audited, she is the head of the department and it is the department that is being audited. Dr. Dawkins explained some of the things noted in the audit identified by Mr. Graham and he was addressing them.

Faculty Meeting Policy. Mr. Ramsey shared with the board a copy of this policy and stated that the only change is the insertion of "written". Mr. Abrams stated that this is basically a new policy and falls in line with the grievance filed and the grievants agreed that if the Board came up with a policy that limits the number of faculty meetings, and the language presented is their language (with the exception of what is in bold print), they will end the grievance. The general rule will be one faculty meeting per week; however, if necessary, the principal can receive written approval from their director if there is need to call an additional meeting.

Mrs. Crawley asked if there will be time to meet with the employee organizations and review this before the board votes on this item. Dr. Dawkins stated that meetings will be held with principals next week as well as with the employee organizations. Mrs. Crawley asked about the statement "to notify and receive written approval" and will the principal be required to give the objective/reason for calling an additional meeting, since some principals have called additional faculty meetings for things such as "selling pots and pans" or "buying additional health insurance". Mr. Abrams stated he believes a principal can have a meeting any time they want to with their staff and this policy will actually limit the superintendent; and if the principal wants to have another meeting he will only need to contact the director (and an email is sufficient) to get approval. Mr. Abrams further explained that basically this agreement addresses a grievance that was passed; and therefore if anyone doesn't want the policy, it will stay the way it is and the administrator will continue to do it the way it has always been done. Mrs. Crawley asked if a principal can have a meeting anytime they want, how is this policy changing that? Mr. Abrams stated that the policy states "Generally there shall be no more than one meeting per week". Mrs. Crawley stated that *generally* that is true, but she believes something should be put in the policy to clarify because she knows meetings have been called for other reasons. Dr. Dawkins stated that these have not been reported to him; and if principals are, he would want to be made aware.

Mr. Ramsey clarified that he discussed this with Mrs. Lansdale at length and the major addition is the part providing for written approval which he believes will require everyone to stop and

think whether or not a meeting is needed. He believes the CFT concurs with this and it clarifies the intent of the policy when approved.

Level IV RIF Grievances. Mr. Rachal asked staff when supporting documents will be provided? Mr. Abrams announced that the board will receive this information in accordance with policy the Monday week prior to the board meeting.

SunGard. Mrs. Armstrong asked the superintendent to make the board aware of the team's findings and how it has positively or negatively impacted the operations of the school system; and if it has not made a difference and the district continues to be negatively impacted, she believes the board should make a decision on November 15th that we do not need SunGard in our operations. Ms. Priest asked Mrs. Armstrong if she is asking the superintendent to provide the board with information in order to move forward. Mrs. Armstrong verified that is correct. Mr. Rachal asked if this is a request of the superintendent for a recommendation to continue or discontinue these services? Mrs. Armstrong responded basically yes. Mr. Rachal asked the superintendent if two weeks is enough time? Dr. Dawkins responded it is. Mr. Rachal asked for clarification that the item will be a recommendation from the superintendent to continue or discontinue services with SunGard. Mrs. Armstrong said yes. Ms. Trammel asked if the board passes on such a motion that we no longer need SunGard, is there anything in place to keep the system running? Superintendent Dawkins responded that the recommendation will include a complete response to the request. Mrs. Armstrong explained that she is bringing this forth because if SunGard has not been able to resolve the issues where SunGard is operational, she believes we need them resolved before moving forward and bringing in payroll. Ms. Priest asked the superintendent about the problems that have been brought forth regarding SunGard? Dr. Dawkins reported that he attended a SunGard meeting on Monday; and while some of the conversion has gone well, there are still a lot of questions on some, i.e. insurance and the nuances that cause us to do different things. He said we have made tremendous progress on SunGard, and he reminded everyone that SunGard came to the District before he came to Caddo. He added that staff is working very hard and some breakthroughs have been seen and he will provide an update on all the areas, what we are still challenged by and what we have accomplished. Ms. Priest asked if, relative to the nuances, these are some things we created? Dr. Dawkins said every district is different, so SunGard cannot just come in and not address the district's specifics. He reminded the board that when he came to Caddo, Caddo was running three different payrolls; and most systems have one payroll. Ms. Priest stated that is what she is asking and if Caddo has some practices in place that prohibits or hinders SunGard from being able to perform at the level that we expected and need. Dr. Dawkins stated that the structure has presented some challenges with SunGard, and it is not a good or bad thing, but it is the way the district is. Ms. Priest asked if we are putting things in place to rid ourselves of those practices since we have made a sizeable investment, in order to make it work. The superintendent stated he believes the team has worked very hard to make everything happen and yesterday discussion was held on the role changes from HR to payroll or vice versa when an account number is assigned in order to pay someone. In some districts this is a payroll function and in some districts it is an HR function.

Mrs. Crawford asked that when the staff reports back to the board it would be helpful to have a list of the problems as well as how they have been resolved.

Mr. Ramsey stated that he met with Dr. Dawkins and Mr. Woolfolk to put together a list of things regarding this issue and he thought the information had been shared with all board members. He said he believes the information was very inclusive and all the questions have been addressed; however, he believes the question remains at what point in time do we actually pull the trigger and make the conversion. He also asked staff to provide information on the remaining budget because he understands it is currently being paid from QSCB dollars and will now affect the General Fund budget.

ADDITIONS

Mr. Ramsey requested an item on the faculty meetings policy be added to the agenda. He explained that he is recommending adding one word to the policy the board previously approved.

Dr. Dawkins asked that an item for the Level IV RIF Grievances be added to the agenda.

Mrs. Armstrong asked that an update on SunGard be provided to the board and an item added to the agenda as she understands it is still not working.

Mr. Rachal also asked that the superintendent advise when he will be prepared to bring an update to the board on school attendance zones. Dr. Dawkins announced that staff will be prepared to bring something in December. Mrs. Armstrong asked if this will also include the attendance zone that impacts Southern Hills?

Miss Green asked that the board hear a presentation on the Fair Share report provided at board member stations.

Ms. Priest asked that Mr. Rachal and Mrs. Armstrong put these requests in writing to the superintendent, since at this time, the board is discussing items for the agenda on November 15th.

ESTABLISH THE AGENDA AND CONSENT AGENDA

President Priest announced that items 6.05, 7.01, and 8.01-8.05 are the consent agenda items. *Mr. Riall moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the November 15, 2011 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Billy Wayne, Urban Support, shared with the board that his organization serves 1,000 students and was recently recognized by the State Department of Education as one of the top in the State. On October 11th, he reported that they met with district representatives to discuss clarifications on the District's Supplemental Education Services (SES) program activities and it was agreed that the agency would bring concerns in writing and present them to the appropriate SES official. He stated that these were submitted via email on October 17th with a request for a return response of October 24th. He stated the agency only wishes to get clarification on the procedures and policies relative to the SES funds, and at this time, these concerns have not been addressed. Mr. Wayne asked when can they expect a response from the superintendent?

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the faculty meeting policy and that this is not a power control between the faculty and principals, but Caddo is a huge district and they are only looking for some type of accountability. She referenced the practice that some faculties are asked to remain after school for additional CAP meetings, without compensation, while the faculties in AU schools attend these during the day with compensation. She said the same is true with the duty-free lunch policy and sometimes in emergency situations, it may be necessary; however when it is, the principal is only asked to put it in writing to their director. Mrs. Lansdale also encouraged the board to move forward with the Virtual platform and shared the experience of a young man that did not become a drop out because of this program.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:44 p.m.*

November 15, 2011

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 15, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams, staff and visitors. Miss Green led the prayer and Pledge of Allegiance.

OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to newly elected board member Carl A. Pierson, Sr., District 3. The board and audience extended congratulations and welcomed Mr. Pierson to the board.

CONSIDERATION OF THE MINUTES OF THE OCTOBER 18, 2011 AND NOVEMBER 1, 2011 CPBS MEETINGS

Mrs. Armstrong moved, seconded by Mrs. Bell, approval of the minutes of the October 18, 2011 and November 1, 2011 CPBS meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

National Merit Program. Mary Rounds, principal, Caddo Magnet High School, recognized the following 2011-2012 National Merit Semifinalists: Conner Bacon, Ruth Bishop, Isabella Hicks, Benjamin Huff, Eleni Mijalis, Timothy O'Young, Katherine Pitts and Anna Yates. Ms. Rounds explained that these semifinalists are the highest scorers in each of the fifty states and represent less than 1 percent of each state's high school seniors.

National Merit Achievement Program. Ms. Rounds explained that the National Merit Achievement Program recognizes outstanding African American students who have demonstrated promise and who want to increase their opportunities in higher education. The 2011-2012 National Merit Achievement Semifinalists are: (Grace) Oluwatoyin Adeboyege and Tan'nell Peoples.

National Merit Commended Students. Ms. Rounds recognized the following 2011-2012 National Merit Commended Students: Christian Alderman, Alexander Liebert and Luke White. These students are recognized for their exceptional academic promise.

SMART Students Siemens Regional Semifinalists. Ms. Rounds recognized Eleni Mijalis and Sara Beth Rivers, both from Caddo Magnet High, as the 2011-2012 Siemens Regional Semifinalists in the Siemens Competition in Math, Science & Technology.

Louisiana Scholastic Press Association Newspaper Competition. Dr. Sandra McCalla, principal, Captain Shreve High School, announced that *The Enterprise*, Captain Shreve's newspaper, won first place in the Louisiana Scholastic Press Association Newspaper Competition. She announced that this award was given for the best all-around newspaper produced in the 2010-2011 school year and recognized the following newspaper staff for their individual awards: Morgan Harris, 1st place, Layout and Design-Center Page Spread; Anna Boyter, 1st place, Photography – Photo Essay; Hannah Brosius, 1st place, Advance News Story; Cici Criswell, 2nd place, Editorial/Political Cartoons; and CiCi Criswell, 3rd place, Artwork/Illustrations-Illustrations. The members of the 2010-2011 newspaper staff were Morgan Harris, Editor-in-Chief; Anna Boyter, Photo Editor; Hannah Brosius, News Editor; John

Clark, Business Manager; Abbie Tuggle, Opinion Editor; Alona Warren, Feature Editor; and Taylor Williams, Entertainment Editor.

State Fair of Louisiana (Baton, Dance Line and Cheer Competition). Dr. Barzanna White stated that over the last several years, the State Fair of Louisiana has sponsored the Baton, Dance Line, and Cheer Competition which benefits Louisiana and Texas youth. Dr. White announced that Caddo groups won all three grand prize divisions. The following teams were recognized for their achievements: Blanchard Cheerleaders, 1st place, elementary school cheer (small); Cherokee Park Indians, 1st place, elementary school modern (medium); Southern Hill Vikettes, 1st place, elementary school high kick (medium); Southern Hills Vikettes, 1st place, elementary school hip hop (medium); and Southern Hills Vikettes, 1st place, elementary school Pom (medium). The Overall Grand Prize Elementary School Winner was Southern Hills Elementary School Vikettes. Middle School Winners were Oil City Tigerettes, 1st place, middle school pom (Medium); Vivian Middle Magnet Spirit Steppers, 2nd place, middle school pom (Small); Walnut Hill Golden Hornets Dance Line, 1st place, middle school show production (small); Donnie Bickham Patriot Belles, 1st place, middle school hip hop (small); Donnie Bickham Patriot Belles, 1st place; middle school pom (small); Donnie Bickham Patriot Belles, 1st place, middle school military (small); Donnie Bickham Patriot Belles, 1st place, middle school high kick (small) and Donnie Bickham Patriot Belles, 1st place, middle school prop (small). The Overall Grand Prize Middle School Winner is Donnie Bickham Middle School Patriot Belles. The high school winners included BTW JV Cheerleaders, 1st place, high school cheer (small); Captain Shreve Gator Highline, 2nd place, high school high kick (small); Captain Shreve Gator Highline, 2nd place, high school pom (medium); Captain Shreve Gator Highline, 2nd place, high school hip hop (small); Captain Shreve Gator Highline, 2nd place, high school novelty (medium); Northwood Falcon Line, 1st place, high school high kick (medium); Northwood Falcon Line, 1st place, high school military (medium); and Northwood Falcon Line, 1st place, high school novelty (medium). The Overall Grand Prize High School Winner was Northwood High School Falcon Line.

Teacher of the Year. Mrs. Antionette Turner, chief academic officer, stated that the classroom teacher is the single most important factor in a child's education, and Caddo Parish is fortunate to have dedicated, knowledgeable teachers serving our students on a daily basis. The following were recognized as Caddo's Teachers of the Year: (1) Marvin Rainey, Oak Park MicroSociety, Elementary Teacher of the Year; (2) Sara Knick, Caddo Middle Magnet, Middle School Teacher of the Year; and (3) Cheryl White, Booker T. Washington New Tech High School, High School Teacher of the Year.

KTBS One Class at a Time Winners. The following teachers were recognized as KTBS One Class at a Time \$1000 Classroom Grant Recipients: Calley Schneider, Claiborne Elementary; and Lauren Wegner, Summerfield Elementary.

Louisiana Council for the Social Studies Grant. The following social studies educators were each recognized for receiving a \$250 grant to continue expanding their content knowledge and return to their classrooms, schools and districts with a renewed enthusiasm and passion for promoting social studies: Antionette Edwards, Judson Elementary; Lanena Emanuel, Caddo Middle Magnet; Janice Houghes, Caddo Magnet High; and Ken Lerchie, Caddo Magnet High.

2011 DOW Fellowships. The following Caddo High School second year teachers were selected to receive DOW Fellowships through the National Science Teachers Association New Teachers Academy: Caytie Green, Captain Shreve High School and LaToria Stewart, Green Oaks Performing Arts.

VISITORS

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, announced that the Louisiana Federation of Teachers Convention will be held in Bossier on Sunday through Tuesday before Thanksgiving at Diamond Jacks in Bossier. Activities for the convention that the board members might be interested in attending include Sunday at 5:00 (Screening of American Teacher, answer to the Waiting for Superman Documentary); Monday at 12:30 when a gentleman from Common Cause will talk on corporate America and interest in the public school agenda, i.e. Why would Mayor Bloomberg be interested in Louisiana's BESE elections?; and at 5:00 on Monday, the American Federation of Teachers will present a charter for Red River United, a union of the Bossier Federation and Caddo Federation. Mrs. Lansdale also announced that the CFT/SP will submit three resolutions at this year's convention.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE NOVEMBER 15, 2011 CPSB MEETING

Dr. Mary Nash Robinson, in the Superintendent's absence, highlighted items for the board's consideration. President Priest announced that Items 6.02-6.03, 6.05, 7.01, 7.03, 8.01-8.05 are the consent agenda items.

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mr. Hooks, to approve the agenda and proposed consent agenda for November 15th as presented. Vote on the motion carried unanimously and the following is a summary of the board's action.

Item No. 6

Leave Requests. Certified and Classified Personnel. The board approved the following requests for leaves as recommended by the superintendent and submitted in the mailout.

Certified

Sabbatical Leave (study), Spring Semester 2012

Sellers-Truman, Shondolyn, Teacher, Westwood Elementary, 12 years

Shadoin, Tiffany O., Teacher, Summerfield Elementary, 5 years

Saxon, Sandra, Teacher, Special Services, 16.5 years

Mays, Retrina, Counselor, Huntington High School, 7 years

Herman, Donna S., Teacher, Fair Park College Prep, 10 years

Catastrophic Leave, September 3, 2011 – October 10, 2011

Bush-King, Maiblanck, Teacher, Academic Recovery, 8 years

Catastrophic Leave, December 9, 2011 – February 3, 2011

Bradley, Phillip A., Teacher, Hamilton Terrace, 19 years

Personnel Transactions Reports. The board approved the personnel transactions reports for the period covering September 21, 2011 – October 20, 2011 as recommended by the superintendent and submitted in the mailout.

Requests for Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as recommended by the superintendent and submitted in the mailout.

Item No. 7

Purchasing. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Conco Food and Gerlach Meat for the purchase of Canned and Frozen Food; Fish, Poultry, Eggs, Meat and Specialty; (2) Carefree Janitorial,

totaling \$130,794.95; Conco Food, totaling \$187,814.75; Long's Preferred, totaling \$13,441.25 and VCC Janitorial, totaling \$178,747.00 for the purchase of Food Service Paper and Supplies.

Capital Projects/New Construction. The board approved Purtle & Associates for Wiring Infrastructure at Various Schools; and authorized staff to move forward with advertising and bidding on a bus and car loop at Caddo Heights Elementary.

Item No. 8

Special Education Interagency Agreements and Contracts. The board approved the special education interagency agreements and contracts for providing services as recommended by the superintendent and submitted in the mailout.

Letter of Agreement with Shreveport Regional Arts Council. The board approved the letter of agreement with the Shreveport Regional Arts Council as recommended by the superintendent.

Request for Use of School Buses. The board approved requests for the use of school buses as recommended by the superintendent and submitted in the mailout.

Purchasing Department Audit. The board directed the superintendent to implement all the recommendations of the internal audit immediately, that the superintendent report to the board when each recommendation has been fully implemented and that the internal auditor perform periodic sample audits of the Purchasing Department.

Faculty Meeting Policy. The board approved the proposed policy addressing faculty meetings as submitted in the mailout.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey requested this item be separated and the two recommendations voted on separately. *Mr. Ramsey moved, seconded by Mr. Rachal, to postpone the filling of the Director of Student Support Services position until further discussion with the superintendent.* Mr. Ramsey explained that he discussed with Dr. Dawkins that he could not support combining these two positions and his belief that it should be two positions. Mrs. Armstrong concurred and that all who have been in the school system realize how complicated the laws have become, especially those relative to 504, and believe this is too heavy a load for one person. Mr. Hooks also concurred with these comments and expressed his appreciation for Mr. Ramsey bringing this motion. *Vote on the motion carried unanimously.*

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the superintendent's recommendation for the area school director as submitted in the mailout. Vote on the motion carried.

BIDS (PURCHASING – VIRTUAL SCHOOL SERVICES)

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the bid of E2020, Inc., totaling \$299,880 for Virtual School Services as recommended by staff and submitted in the mailout. Vote on the motion carried with Board member Crawley opposed.

LEVEL IV RIF GRIEVANCES

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared specific instances of how employees were affected by the RIF. She said the board needs to hear from these employees and asked that the board select one or two of these and hear their stories.

Mr. Ramsey moved, seconded by Mrs. Bell, to accept the superintendent's recommendation as to all grievances and to dismiss all grievances based on the information presented. Mr. Ramsey stated that he asked staff for information (on the status of employees laid off as a result of RIF), and it was provided. He said administration followed the board's policy and noted that attempts are still begin made to bring people back to work. While he sees some things that can be corrected, Mr. Ramsey stated he will address that in a later motion and he supports the superintendent's recommendation. Mrs. Bell stated her agreement with Mr. Ramsey's comments.

Mrs. Crawley moved, seconded by Mr. Hooks, that the board follow policy and hear oral arguments from a representative of these groups (high school secretaries, Central Office, custodians). Mrs. Crawley stated that the board has not heard from these employees, and she believes if these employees take the time to file a grievance, they only want the board to hear their story. She asked that the board, as representatives of these employees, take the time to listen to their representative.

Mr. Hooks agrees that these people are only asking to be heard; and if board members deny this privilege, they should be voted out or recalled as these employees are entitled to their freedom of speech.

Mr. Abrams explained that board policy establishes how grievances are handled; and if the board does not follow its policy, it will be subject to attack in the court system. He also noted that if the board passes the substitute motion, it could possibly lead to litigation since the board will deny certain people sharing their story and policy states it is the attorneys that will be heard.

Mr. Rachal stated that out of respect, he would like to hear from those affected and asked what the next step would be to allow this. Mr. Abrams explained that if there is a motion to allow oral arguments, the board will allow the attorneys to discuss and present their position and the board will accept or deny the superintendent's recommendation. Mr. Rachal asked the maker of the motion if she would accept a friendly amendment for the board to hear oral arguments. Mrs. Crawley clarified that she believes "representative" could have been the attorney and is in accordance with policy.

Mrs. Crawford stated that most of the secretaries were hired back and asked if the board decides to hear them, will they speak to being laid off from the job they were hired for or to the job they have but they want to go back to the job they were laid off from? She also asked if these employees wanted to speak, doesn't the board have a forum for them to speak to the board for 3-5 minutes? Mr. Abrams responded that he would have to leave it to each attorney as to how they want to make arguments to the board; and because there is an overwhelming number of grievances, it would be necessary for him to come up with an outline that would be fair in presenting oral arguments. Mr. Abrams stated that he read all the information and there are actually several different arguments so it would be necessary to lay out a schedule on hearing the oral arguments.

Mr. Ramsey clarified what the board attorney has pointed out, and that in his review of the detailed information provided, many of the employees are back to work. In following board policy, the board should do what is required to address and dismiss, and that is why he brings this motion in support of the superintendent's recommendation.

Mrs. Bell asked Mr. Abrams if, when the board was sued by the organization and went to court, these employees were represented by their attorneys. Mr. Abrams clarified that none of the grievants were part of the law suit, but it was the Caddo Federation of Teachers/Support Personnel that filed the law suit based on them. They were represented by Brian Landry and the

same issues are being presented now. He further explained that the preliminary finding was there was no proof of misapplication; thus, we filed to have it dismissed and expect the judge to rule on this in December. Mrs. Bell asked Mr. Abrams if the board would hear the same things that have already been heard and will it be the attorney or a representative presenting the case? Mr. Abrams responded that is correct. Mrs. Bell stated that she believes it is still about RIF and the way the board implemented RIF.

Mrs. Armstrong asked Mr. Abrams if the board should hear oral arguments, will they be the same arguments that were heard by the judge? Mr. Abrams answered that most of those have been made to the judge and basically, the motion is based on that. He added that there are individuals that are claiming certain things, but that is not what was before the court. The grievance is intended to show that the policy was misapplied and the board needs to correct it; however, he has not seen where it was misapplied. He reminded the board that all this information is included in the backup presented to the board.

Mrs. Armstrong asked who would absorb the cost for the board's attorney representation? Mr. Abrams responded that the Caddo Parish School Board would be responsible for that cost. Mrs. Armstrong shared that she talked with a number of employees affected by RIF and she understands their concerns; however, she does not believe that by the board negating 8.06 by supporting the substitute motion that it will solve those concerns. She added that retooling the RIF policy (Item 8.08), she believes, can address those concerns. Mr. Abrams stated that is correct if the board believes changes should be made, and Mrs. Armstrong stated that she believes there are some areas where policy can be tweaked so it works more favorably for the employees. Mr. Abrams further explained that depends, because the complaint was we were too specific in how employees were identified and noted that in 2004 the board was criticized on how it identified employees in the RIF and is why the board changed it to job description.

Mr. Pierson asked for clarification on the substitute motion with the friendly amendment. Mr. Abrams explained that he believes the substitute motion is to allow oral arguments to be heard in the next meeting. Mr. Pierson asked for the wording of the substitute motion; and if the board hears oral arguments, what can happen as a result of hearing them? Attorney Abrams explained that if the board votes to have oral arguments by an attorney or representative, the board will determine if the grievants will get what they are requesting; and if so, the board is actually saying (1) it did not need a RIF; (2) the board should not group people together in certain ways and will need to undo what it did and put everyone back to work; and (3) if the board decides the categories were too tight, it would have to go back and lay off more employees.

Mrs. Crawley stated that she believes she is hearing that we are going to do everything without letting the employees or their attorney be involved; and that the board doesn't need to hear in a formal meeting what the problems are. She stated that everyone receiving a letter following their Level III was told if they did not agree with the resolution at that level, they could file a Level IV hearing before the board.

Mr. Hooks stated that he doesn't believe the employees are arguing if RIF was done right, but they are saying that RIF should not have happened at all. He added that he believes these employees did not have to be laid off because the district had the money.

Ms. Trammel moved to call for the question on all motions. Vote on the motion to end debate carried with Board members Green and Rachal voting no.

Vote on the substitute motion failed with Board members Green, Crawley and Hooks supporting the motion and Board members Riall, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed. Mr. Rachal did not vote.

Vote on the main motion carried with Board members Crawley, Hooks and Rachal opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

UPDATE ON SUNGARD

Mrs. Armstrong asked that this item be postponed to the December meeting.

REDRAFT RIF POLICY

Mr. Ramsey moved, seconded by Mrs. Bell to direct legal counsel to redraft the RIF policy; work with administration to set up a meeting with teacher organizations for input and bring to the board a recommendation for approval at the December meeting. Mr. Ramsey stated he believes this provides the opportunity to do the tweaking that has been discussed and needs to be done. Vote on the motion carried unanimously.

DEPARTMENT OF LABOR RESOLUTION RE: FILIPINO TEACHERS

Mrs. Lansdale shared her concerns for the board continuing to make up things as it goes along; and for taking actions that affect people's lives and those affected are not included. She also noted how difficult it is for her to listen and not be able to address the inaccuracies stated.

Mrs. Crawford moved, seconded by Mr. Ramsey, to approve the resolution of the claims with the Department of Labor in accordance with board counsel's recommendation.

Mrs. Crawley asked if this was put on the agenda in accordance with policy and it was added at the work session? Ms. Priest said it was added in accordance with policy; however, it was not at the work session. Mr. Abrams explained that this resolution came as a result of negotiations with the Department of Labor, and the resolution takes care of the Filipino teachers and the wage claims as a result of UPI actions. He explained that the Department of Labor wanted this done immediately and signed prior to the 19th. Mrs. Crawley inquired as to why the Department of Labor wanted it finalized by November 19th? Mr. Abrams responded that they stated they were going on vacation and wanted it resolved as soon as possible. Mrs. Crawley asked if it could not be on the December agenda; did the Department of Labor say if it wasn't signed by November 19th that they would withdraw their agreement in the resolution and Mr. Abrams responded that is absolutely correct.

Mr. Riall asked why the information is considered confidential, and Mr. Abrams explained that this is a communication from him as the board's attorney to the board regarding settlement; and if the board decided it did not want to do it, the settlement information would then be out if not presented under Confidential cover. He further explained that the people involved were not notified because they are not involved, but this is the settlement of wage claims resulting from actions of UPI and it benefits them. He said it was on the agenda in accordance with board policy because at no point was a point of order called regarding adding it to the agenda, but it was an emergency situation to get this done prior to a deadline. Mr. Rachal asked if the board is in a position that in order to do a turn around, it must explain that a vote is needed because of an emergency? Mr. Abrams said it does not, because board policy states it should be presented by the work session; however if not, an item can be added to the agenda by a 2/3 vote, and if there is no point of order raised, it is waived, which is what happened in this instance.

Ms. Priest clarified that a resolution was reached with the Department of Labor, and not with employees, regarding claims of actions of UPI regarding the Filipino teachers. She added that the Caddo Parish School Board paid each Filipino teacher \$1,660 for filing fees and set aside a

reserve of \$400,000 for future claims we were able to resolve, and we were able to resolve for the Filipino teachers the amount of \$57,380.

Mrs. Armstrong called for the question and the vote to end debate carried with Mrs. Crawley opposed.

Vote on the motion carried with Board members Crawley and Hooks opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

ANNOUNCEMENTS AND REQUESTS

Mr. Hooks expressed appreciation for the opportunity to be included in the Alexander Honors Program. He also expressed appreciation to Tommy Smith for the outstanding work in renovating the auditorium. Mr. Hooks also thanked Fair Park for inviting him to the Veterans Day ceremony, and Mrs. Turner and Mr. Woolfolk for addressing the turn around request; and he asked that staff get a chemistry and Algebra teacher in the Medical Careers Program as soon as possible. Mr. Hooks also asked staff to address restoring the medical careers coordinator, provide a temporary building at Fair Park to replace Room 303, add another assistant principal at Fair Park due to increased enrollment, and remove the Nomination Form for Student of the Year.

Mrs. Crawford asked staff to provide a status of the Byrd parking lot as well as the Scout Hut at A. C. Steere. She also asked that Byrd football team be recognized for being undefeated.

Mr. Rachal asked that Attendance Lines be added to the December agenda and he welcomed Mr. Pierson to the board.

Ms. Priest announced that information is provided to each board member (not Mr. Pierson) for the superintendent's evaluation and requested that board members turn them in by December 1st.

Mrs. Bell welcomed Mr. Pierson to the board.

Dr. Robinson announced and invited board members to attend a "meet and greet" with student teachers on Wednesday November 16th at 3:30 p.m. in the Wanda L. Gunn Professional Development Center.

Dr. Robinson also reminded the board that the Annual Teacher of the Year banquet will be held on Thursday, November 17th at 6:30 p.m. at East Ridge Country Club.

Adjournment. *Mr. Pierson moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:36 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

December 6, 2011

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 6, 2011 with President Lillian Priest presiding and Steve Riall and Dottie Bell present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, and Larry Ramsey. Also present were Legal Counsel Reginald Abrams, staff and other visitors. Mr. Pierson led the invocation and Pledge of Allegiance. Ms. Priest announced that Dr. Dawkins was out ill and sends his regards.

PRESENTATIONS

Special Presentation. Board member Dottie Bell and Levada Palms announced that this year's "Party with a Purpose" collected 187 educational toys for Caddo's homeless children. Pitree Walker, homeless coordinator, shared with the board that approximately 651 students in Caddo Parish are homeless. A check in the amount of \$1,140 was presented to Janis Parker, Title I director, and Ms. Walker to help meet the needs of these children.

Magnet Testing. Julie Scruggs, supervisor of magnet school testing, shared with the board a report on the 2011 magnet testing and placements. Her report included statistics on the testing and placement of students at magnet schools at all grade levels. Included in the written report were placement simulations for Kindergarten students using various scenarios, cut-off scores in each grade for the last two years at each elementary school, which is the lowest score of an applicant admitted in each placement category determined by board policy, the number of openings at each elementary and middle magnet school by grade over the past four years, how openings are determined, a review of six years of data, the number of children tested and placed in Kindergarten, as well as the number of siblings tested and placed and a comparison to the previous five years. Mrs. Scruggs also noted the children placed on waiting lists that were placed in a magnet school the first week of school, as well as the students enrolled in Caddo Parish neighborhood schools and private schools. Details on the students tested and placed in 6th grade were included and compared to the previous five years' information. Under Tab 6, Mrs. Scruggs announced that board members will see the last year report for comparison to this year's report, and noted the information relative to magnet schools that can be found on the district's web page, including policies, parent information, applications, and information on options other than magnet schools.

She reported that testing went smoothly with very little complaint on the process or environment of testing, and 630 children were tested this year for Kindergarten with 467 of the 630 choosing South Highlands or Eden Gardens as their first or second choice with only 115 Kindergarten seats available this year at South Highlands and Eden Gardens after the placement of siblings. As indicated by the more than four times the number of children applying for seats at these schools than there are available seats, admission into these schools is highly competitive.

Mrs. Crawley stated that to her an important number is where the 630 students who took the test and did not make the minimum cut off score are now attending school, i.e. neighborhood, private, etc. Mrs. Scruggs said the 630 students that applied does not include how they scored. Mrs. Crawley said she understands; however, anyone can test, so she believes knowing how many qualified that we did not have a seat for would be important. Mrs. Scruggs referred to a summary sheet in section 5 and the tracking of those students who were not placed. Mrs. Crawley also referenced the large number that applied for middle magnet that did not get in. Mrs. Scruggs responded that 460 (of the 820) students tested were placed in 6th grade. Mrs. Crawley asked Mrs. Scruggs if staff has the number of how many met the qualifications (out of the 820), but did not receive a seat, and that she believes it would be a charge to staff to find a

solution to this. When asked if the middle school students were tracked, Mrs. Scruggs responded that she tracked Kindergarten students this year and can possibly track middle school next year.

Mrs. Crawford said in looking at the data presented, it is an indication of what needs to be done, because it states something when 1/3 of the Kindergarten students tested go to a private school. She believes a collective effort to market all Caddo schools can make this number smaller. Mrs. Scruggs also verified when receiving calls relative to the magnet schools, she always emphasizes the outstanding neighborhood schools in Caddo Parish.

Mr. Hooks asked Mrs. Scruggs who administers the Kindergarten test and how are these persons selected? Mrs. Scruggs explained that persons are recommended and/or persons apply and these are screened very carefully making sure that those selected to administer the test are highly qualified. Mr. Hooks asked if those interested in providing this service submit their names or if Mrs. Scruggs picks them? Mrs. Scruggs explained that names are recommended to her and she follows up on recommendations. Mr. Hooks said when he retired, he considered himself to be a well educated person and he wasn't chosen; and he asked Mrs. Scruggs how many test administrators are in place. Mrs. Scruggs responded that she doesn't have the exact number but that is information she can get.

Mr. Riall asked why Oil City is not listed in the neighborhood schools with magnet components? Mrs. Scruggs stated that she will follow up and make that correction.

Mrs. Bell expressed her appreciation for the information presented, but said she believes the main problem is the perception that certain areas do not have good schools. She said the mind set needs to change and once this happens, she believes we will see positive change and all schools being successful.

Mr. Rachal noted the 34% that went to private schools at the Kindergarten level and asked how many Kindergarten students this represents? Mrs. Scruggs responded that 58 students enrolled in private schools, 60 went to neighborhood schools and 88 did not qualify. For the middle school that number was approximately 208. Mr. Rachal asked if he is correct and that approximately 50% of the students were retained and if there is a percentage or number on the other grades? Mrs. Scruggs explained that Kindergarten is the only class tracked, and she tracks Kindergarten because it is the largest group and referenced the few openings in other grades and that some schools have no openings in the other grades because of siblings. Mr. Rachal requested that staff add this number to the information provided to the board. For clarification on this request, Ms. Lafargue stated that in the grades above Kindergarten, there may be only one seat available in first grade at South Highlands and no seats available in first grade at Eden Gardens, and possibly 120 applicants testing for first grade (from private, from other magnets, or other neighborhood schools). She added it can be done; however, for a staff of one person, it is a lot of work in the middle of coordinating and preparing for the next round of magnet testing. She added she is unsure if the information requested will give an accurate account of where we are losing students to or retaining since the number of openings in all magnet schools at any level above Kindergarten is so small. Mr. Rachal referenced the 120 applicants and he believes the 34% could be higher. Ms. Lafargue reminded him that those children applying for first grade spots are enrolled in school somewhere, either in Caddo or a private school. Mr. Rachal asked if the application allows for us to know where an applicant is currently enrolled and Ms. Lafargue responded it does. Mr. Rachal said if we have that information, he believes it would be good to know it. Ms. Lafargue said she believes if o.k., this is something that can be tracked and included in the next report to the board. Mr. Rachal asked staff what they believe the District needs to do to retain students we are losing to private schools or home-schooling? Mrs. Scruggs said she believes the schools need to showcase what they offer at their schools and make it more attractive to parents. Mr. Rachal stated the successfulness of the magnet program, and the board has said it does not matter how successful it is, it will not be duplicated; however, he believes it

is something we should do. Mrs. Scruggs responded that there are magnet components in schools. Mr. Rachal asked about the elementary level and Mrs. Scruggs verified there are not magnet components at the elementary level. Mr. Rachal asked if this can be done? Mrs. Woodard stated her agreement with Mrs. Scruggs about showcasing the neighborhood schools. Mr. Abrams explained that this report came about as a result of policy changes and litigation regarding Middle Magnet, with the staff and explained that the District is offering, duplicating programs at other schools, the MST program at Ridgewood and Southwood, the engineering program at Youree Drive and Captain Shreve. Because middle and high schools working together in a joint program has been successful, it is anticipated that these opportunities will be expanded to other middle and high neighborhood schools. Mr. Rachal noted the successfulness of these programs and he doesn't believe that we are not going to do all we can to duplicate these successful programs.

Ms. Trammel asked Mrs. Scruggs to explain at what grade the magnet schools begin and Mrs. Scruggs stated that at the Kindergarten level. Ms. Trammel also asked staff to explain how we grow the numbers when after placing siblings there are limited seats. Rosemary Woodard further explained how it is possible that there may not be any openings if all the students stay. Ms. Trammel asked staff if there is ever a need to increase the number of classes offered? Mrs. Woodard explained that doing so increases the cost and the need for space.

Mrs. Crawley referenced Tab 6, page 5, test scores for last year. Mrs. Scruggs explained that this is last year's report and this year's report is Tab 1.

Mr. Hooks referenced Mr. Rachal's question regarding magnet component and clarified that he had a magnet component where he once was principal, and the reason why schools can't have the same programs is because of changes made by staff, i.e. sending a student to school with a monitor on. He added he knows this because of his experience as a principal when staff took away their authority and sent students elsewhere. He asked staff how is race balanced between elementary, middle and high school? Mr. Abrams explained that race is not used to balance the numbers, and the sole purpose of the report is to show the board how diversity is reached. Mr. Hooks said he can see that when he visits other schools, i.e. Judson, because it is obvious that race does not make a difference.

Mrs. Bell noted that Walnut Hill has 1,800 students with 100 students being turned away, and they do not have uniforms and are not a magnet school. She stated she believes there are ways we can make the neighborhood schools successful and noted that the ECE program located in the projects of Allendale having one of the best programs in Caddo Schools.

Mr. Pierson noted how the magnet programs began and as long as there are entrance requirements that are higher than the standard score of most of the children in Caddo Parish, to do anything different would develop an elite school system. His concern is to provide a comprehensive, complete education possible for all students, and magnet programs cannot be developed quickly enough.

Mr. Ramsey stated that while the Gateway Program is not necessarily a part of the magnet report, he would like to address what Gateway is and what it does in the neighborhood schools as well as the possibilities for expanding these opportunities. Mr. Ramsey said he would like to get an update in the near future. Mrs. Woodard said the information is available through the Gateway Department and staff will pull this information together for the board members.

Ms. Priest expressed appreciation to the members of staff that took the time to provide this report to the board and encouraged the board to contact the staff to get questions answered.

Vision 2020 Capital Construction Funding Opportunities. Jim Lee, chief financial officer, shared with the board information on potential funding staff has learned about in the last few weeks. He announced that staff is not looking for a decision tonight or next week; and if a recommendation is made, it will come to the board for action in January.

With the completion of the recent facilities study, Mr. Lee stated that we now know what the district needs relative to capital projects; and he reminded the board that at the time staff presented the capital projects needs in different areas, the largest portion is the renovations and upgrades of all the remaining facilities. Mr. Lee also stated it will be necessary to make a decision relative to vacant properties and to do everything addressed in the study, it will take between \$500 and \$600 million dollars. He also stated that this is not about improving the building, but it is about improving the learning environment for Caddo's students and these improvements will further enhance and improve the students' test scores by also providing a better working environment for employees. He explained how more modern facilities will positively impact enrollment, which will ultimately impact Caddo's MFP. Mr. Lee shared with the board that he learned last week that the District can issue General Obligation Bonds in the amount of \$133 million that will not increase the millage rates to the taxpayers or debt service. This (\$133 million) represents approximately 25% of the total amount presented in the facilities study to cover all the much needed updates. While it is not enough to cover everything that needs to be done, Mr. Lee said it is a way we can show the public that the district is doing what it can without increasing taxes, and doing what we can afford. He explained this is something the board must approve before moving forward to obtain voter approval and that the District's current debt service tax millage is 7.6 mills. Some of the questions he has been asked include how can we do this without increasing millage, and a few of the ways include continued growth in the value of properties in Caddo Parish, and the history over the past 15 years of continued growth. Mr. Lee said as the District pays down its debt, it allows the District more capacity for additional debt, and also, the interest rates are very low. He also pointed out that this funding arrangement is the issue of debt for capital projects only, and cannot be paid for salary increases, utilities, etc.; but only for capital needs.

Mr. Lee reported on conversations with the superintendent relative to where we stand with our budget which reflected in June that we would spend an additional \$15 million; and at this time, everything we might possibly spend is included in the budget. He reminded the board of the vacant positions in the district; however, when budgeting, the District budgets as though there are no vacant positions. Also, Mr. Lee said the District has budgeted very conservatively and noted additional resources for providing cost saving measures this school year. He added that last year, the board approved a budget with deficit spending of \$29 million and at this time, the District is approximately \$22 million better than what was budgeted. He also reported that the District will reflect a large positive variance again this year as we do every year; and even though he cannot at this time guarantee balanced spending by the end of the year, the deficit spending will be approximately \$5 million and not \$15 million. Mr. Lee also shared with the board that staff understands nothing has been done for the employees in several years beyond the annual supplement; and while he cannot say at this time that the District will be able to do something for the employees, he can say that staff is looking at all possibilities for doing something for the District's employees.

In debating whether or not it is prudent for the District to support a bond issue at this time given the current financial house is not in order, Mr. Lee reminded the board that this bond issue has nothing to do with the General Fund and any repayment of the debt will not impact the General Fund. He explained that if this is something the board wishes to do, the board will need to accept the proposed plan as a viable one and indicate interest in moving forward. If the board does support this, the staff will bring back an agenda item in January with a recommendation and needed information for the Board to call an election. He further explained that the reason for January is the best election time will be in April because the fall election is a Presidential

election. He also reported that if this is something the board is interested in, it will be important to move forward and get the employees, parents, community partners, etc. on board to support and to help share the information with the voting community. If the board chooses not to do this in 2012, Mr. Lee reminded the board that the debt service millage will need to be reduced if there is no plan to not issue any new debt and what he will recommend to the board. If this happens, the repercussion will be losing the \$133 million because even if the board opts to do this in another year, he cannot assure the board it can get this same amount. Mr. Lee also explained that if the board is interested in doing a similar plan (25% of what the facilities study called for), the board will then have to increase taxes to fund it, which he doesn't believe would be successful.

Mr. Lee also addressed how this ties into the Vision 2020 Plan with schools being taken off line in Phase II and merged into a new school, and Phase III also taking additional schools off-line and the possibility of a bond issue to meet the construction needs. He said beginning Phase II is almost here, Phase III is only a year away and this funding for meeting those needs falls in line with what needs to be done. Mr. Lee said that one of the questions in meetings has been "how are you going to pay for this?" His response is he believes the study presented that and the next step is to come up with a way to fund it, and staff is looking at what can be done without raising costs to the public. Mr. Lee reminded the board this is something the CPSB has done in the past, i.e. \$88 million in 2004 for air conditioning all the schools. Less than 10 years have passed since such an opportunity for securing financial status without any additional cost to the board members or the public has been brought to the board. When this is complete in approximately 10 years, all the debt has been issued and the district has begun repaying it, the board would then have the ability to do this again, continuing the funding for all the projects listed in the facilities.

In summary, Mr. Lee stated that the District has approximately \$550 million in capital needs and to begin funding them, an opportunity to fund approximately 25% of this amount has been covered without increasing the current millage rate paid by the taxpayers.

Mr. Ramsey asked Mr. Lee what kind of impact will there be on the taxpayers if the board chooses to do nothing? Mr. Lee stated that before answering, he would like to talk about this with his bond counsel since he does not know exactly what it will need to be reduced to. Mr. Schlueter noted that the reassessment will be next year and it definitely indicates there would be a reduction, which must be determined prior to June 1st. Mr. Ramsey inquired of bond counsel how close we might be to projecting the \$133 million? Mr. Schlueter responded that they feel very confident with this estimate and stated the basic approval on the rate one might have on these bonds. Mr. Ramsey asked if he is hearing a reduction of 2 mills and Mr. Schlueter responded that at this time it is very early in getting any estimates on the \$22 Million. Mr. Schlueter also reminded the board that approximately \$20 million is being targeted for each school year, which is a manageable amount. Mr. Ramsey asked since it is still early in the fiscal year, and we anticipate the deficit spending to be reduced to \$5 million or less and continue the goal of balanced spending by the end of the fiscal year, if we are projecting a \$5 million deficit for the current fiscal year; while at the same time requiring staff to bring to the board a balanced budget in February. Mr. Lee said up to this month, he has continued in conversation with the superintendent about ways we can make operations more efficient and reduce the \$5 million deficit down to a net spending amount. Mr. Ramsey stated if staff recommends to the board to take this to the electorate, his concern is there are no details on how funds will be spent. Mr. Lee referred to Steve White for a response and Mr. White explained that staff is working with the superintendent on a system of priorities; however at this time, with the superintendent out of the office, it has stopped. If the board wishes to move forward, staff will look at a phased operation of approximately \$20 million per year. Mr. Ramsey asked if any of this information has been discussed with any of the civic groups in getting their support of a proposed bond issue.

Mrs. Crawford asked for clarification on the millage rates. Mr. Lee responded we are not talking about millage rates, but only the debt service millage that repays the bonds. Mrs. Crawford

referenced some of the projects in Vision 2020 that were rather large but they did not provide any details and asked if details will be available in January? Mr. White responded that it is planned for January.

Mrs. Crawford asked if this will be an all or nothing ballot or will there be individual projects for the voters to approve? Mr. Lee said he believes it would be listed as one proposition on the ballot. Mr. Schlueter mentioned that it was in the 90s and he believes this election is envisioned to be a one proposition ballot. He also explained if the board so chooses, it can do the same and can adopt a companion resolution at the same time specifying the various projects.

Mrs. Crawford asked if the board moves forward with this project will it affect the millage coming up for renewal, because while it may not create new taxes, it does prolong the taxes. Mr. Lee explained that if you try to do both at the same time, he believes it will be more difficult. Mr. Schlueter explained it is not unusual to separate the capital improvement proposal from the renewals, particularly when the renewals are not up for renewal until 2013. Mrs. Crawford referenced the city facing this same thing, talk of a program that would attempt to defeat it and if staff has a means to counter this? Mr. Lee said it is something we would need a plan for and is what he meant when saying there is much work to be done if the board supports moving forward.

President Priest asked staff about the reference in the presentation to the operating General Fund when this has to do with capital projects. She stated she believes this muddies the water some and maybe the conversation should only be about the capital projects. She asked Mr. Lee what is Caddo's current bond rating? Mr. Lee responded it was just reinstated this past week at AA-. Ms. Priest asked staff about the projected number of years, how quickly the board can have a list of the proposed projects and priorities, and if any dialogue or meetings have occurred with any of the citizen groups, electorate, etc. to put together a citizens review committee as this will be very important in moving forward. She also asked staff what is more important – moving forward with the capital projects fund or getting the renewals passed? Mr. Lee said both of these are very important. Ms. Priest stated her understanding of bricks and mortar for capital projects, however, what goes on within the bricks and mortar is what is important. Mr. Lee explained that the various millages that bring in the operating revenue are critical and represent 22% of the revenue. Ms. Priest noted the importance of taking all this into consideration and the board needing to understand the pros and cons of moving forward with a bond issue.

Mr. Riall asked Mr. Lee about the \$88 million in bonds issued in 2004 and if this has been paid off? Mr. Lee said no because they are \$20 million bonds issued over five years and some remains. Mr. Riall asked if the board approves moving forward with the \$133 million bond proposal will we do another one in approximately 10 years? Mr. Lee responded that the board could do another one. Mr. Riall asked if it would be possible to do another bond issue sooner than 10 years and Mr. Lee said probably not. Mr. Riall asked staff how much of the Vision 2020 Plan will the \$133 million finance? Mr. Lee responded that it will cover about 25%; and if this is done the way Mr. Schlueter explained, and the same way the district did the \$88 million, i.e. issuing \$20 million in bonds a year for six years, you would not want to go for another bond issue when all of a current one has not been spent. Mr. Riall asked if he is correct that if issuing these \$133 million in bonds, 25% every 10 years, does it not give us a 40 year timeframe for funding Vision 2020? Mr. Lee said that is correct, and it is the only way of funding it without raising taxes to repay these bonds. Mr. Schlueter noted the difficulty in predicting beyond the \$133 million and the need to look at the assessments each year from the assessor's office to recalculate the numbers and possibly authorize an increase in the millage rates without a bond issue or an increase to the taxpayers.

Mr. Pierson stated his support for the bond issue as he believes this is how to do business. He said if we wait and must roll back millages, sooner or later if we do any capital projects, i.e. build a school, renovations, we will have to go to the people about increasing taxes and that is

not something he wants to do. He encouraged the board to strongly consider this and begin doing what we need to provide all Caddo children with a quality education.

Mr. Rachal asked if the board approves moving forward does he understand it will be approximately \$133 million, and asked what the actual cost is and what will we be giving up? Mr. Schlueter explained that they will do an up-to-date analysis on what millage rate will likely drop next year and determine what the new figure might be. Mr. Rachal asked what is the cost to pay an additional \$20 million in debt each year? Mr. Schlueter explained there are schedules they can share with the board assuming there would be \$20 million in bonds per year; and, it may be more or less depending on the District's ability to issue the bonds without the millage increase coupled with how the schedule progresses relative to construction contract awards. Mr. Rachal also asked about the cost in the first year if \$20 million in bonds are issued, and Mr. Schlueter responded that the board will possibly need two schedules – one on the “what-if you don't do anything” and what is the millage reduction next year and projected out in future years because it becomes less reliable since it depends on the assessment every year. He further explained the second figure he can provide the board will be assuming \$20 million per year, and a \$20 million issue per year at 4% will be \$1,450,000 per year, principal and interest, in debt service, adding that 4% is slightly higher than the current market rate. Mr. Rachal also noted the major budget matters Caddo is addressing and property owners are already taxed higher than anyone else in the state. He again stated his concerns in moving forward without addressing teacher pay, and it may be necessary to pay attention to possible future General Obligation bonds that can be used toward salaries since salaries cannot be covered with any of this. He asked if it is possible to go for General Obligation bonds that can include teacher salaries? He said he was not for the bond in 2004 and everyone knows where he stands with this proposed bond issue.

Mr. Hooks said he heard what Board member Pierson said; however, he also remembers what the people said to the board in March when they voiced their opposition to Vision 2020 and he doesn't believe they have changed how they feel relative to it. He said it was brought to his attention that Mr. Ramsey initiated a motion directing the superintendent to bring to the board by February 2012 a proposed budget plan for the 2012-2013 school year and to date, the board has not received this information. He said he voted against Vision 2020 and he will vote against this.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR DECEMBER 13, 2011

Dr. Mary Nash Robinson highlighted the proposed items for the board's consideration on December 13, 2011 and the following discussion ensued. Mr. Ramsey asked that *Revisions to the RIF Policies* be postponed until January to allow further discussion with employee groups.

Recognitions. Mrs. Crawley asked that the C. E. Byrd football team be recognized at the meeting on December 13th.

Renewal of Administrative Contracts. Mrs. Crawley inquired about the timeframe for Mr. Woolfolk's contract? Dr. Robinson, as previously stated, announced that one administrative contract renewal was left off and will be added for next week.

Bids (Purchasing). Dr. Robinson announced that the bid for truck tires is pulled. Mr. Hooks asked about the bid for vehicle brake lines and Mr. Graham explained this is for school buses.

School Attendance Boundaries. Mr. Woolfolk explained the recommendation from the Superintendent for adjusting the school attendance boundaries. He reported that the superintendent asked he and Steve White to look at the attendance boundaries in line with the new configuration of schools for Vision 2020. Mr. Woolfolk added that even though staff is recommending changes in the attendance boundaries, staff is also recommending

“grandfathering” those in those boundaries that may change until a new person moves into that school district, i.e. students already in the boundaries will not be affected until they graduate. Steve White first apologized for an error in the original Southwood attendance boundaries map and announced that a revised map is at board members’ stations and on BoardDocs. Mr. White explained that the original school district boundaries are in black and the proposed revised boundaries are in red. He also explained it is necessary to look at revising the attendance lines in order to support the school configurations, especially the 7-12 configurations, to insure that the children that move into those schools stay in that school for grades 7 through 12. He said it is also necessary to enhance the feeder patterns of the schools and develop a pattern whereby students in one school automatically move into a particular high school, i.e. J. S. Clark feeding to Booker T. Washington High School with only one transition. He said these proposed changes will also better define the attendance zones. Following explanation of the information provided, Mr. White responded to the following questions from Board members.

Mr. Hooks said he was told about this during the summer and he has reviewed and had time to digest it. He stated that for years Fair Park has served Mooretown and Queensborough, and this proposed revision takes all of Queensborough away from him except for two streets and he does not believe this to be fair to Fair Park or to him as the board member. Mr. White added that the staff is attempting to develop feeder patterns and in making these revisions, Fair Park will gain a portion of Bethune, M. J. Moore and J. S. Clark. At this time, J. S. Clark is the only feeder school into Fair Park, and these proposed revisions will reduce the number of transfers for students, especially in the middle school age, which appears to be less traumatic for students, as well as improve test scores. Mr. Hooks stated his understanding of what the staff is attempting to do; however, he has students on some of these streets already attending Booker T. Washington and now staff is proposing to take all but two streets in that area from him, and he can’t support this. Mr. White further explained to Mr. Hooks how staff looked at the attendance boundaries and came up with the proposal presented to the board.

Mrs. Bell stated she agrees that the board needs to study this and noted how her district was affected when Hillsdale was closed. She also said she believes one of the most important things is to get these attendance lines finalized and return students to the public schools, and she is glad that we are attempting to more clearly identify these attendance areas.

Mrs. Crawley asked if this information is on the web site for public view, and Mr. White responded it is. Mrs. Crawley said she does not believe one week is enough time before voting on this, and when voting on this item, it should be voted on as one entire package and not each one individually. Mr. White only noted that it would help him to be able to move forward and work on the middle school attendance zones if he knew that the board at least generally approved the zones for the 7-12 configurations, understanding that the board could come back and make adjustments if needed. Mrs. Crawley asked if one of the goals in looking and adjusting attendance lines is to repopulate the under-populated schools? Mr. White responded not necessarily to repopulate, but to make the attendance boundaries match and create a definite feeder pattern and as few transfers as possible for students between Kindergarten and 12th grade. President Priest announced that, with the adjustment of the December board meeting since school will be out, and this is a major decision that all must be comfortable with, she is recommending this item be postponed until January. She encouraged board members to review and call staff with any questions and concerns and maybe hold meetings in some of the communities being affected. Mr. Woolfolk stated staff’s total respect of this decision and if any board member would like to discuss rationales used in coming up with the proposed changes, he and staff are available at board members’ discretion.

Mrs. Crawford stated she knew we would be doing this; however, she thought we would get the middle and high schools at the same time. She asked Mr. White how close is he to finalizing the

middle school lines so the board could look at it in one package? Mr. White responded he is working to have something for the board in January.

Miss Green asked staff about the proposal that she will gain approximately 413 students. Mr. White said that is correct for the 7-12 configuration and is the number of students residing within the attendance zone. He also explained that while she may lose two students at the high school (Green Oaks) level, she will gain 413 students of the 7th and 8th graders to the 7-12 configuration.

President Priest reminded the board that the Caddo Public School Attendance Zone maps were revised in March 2011 and copies provided to board members. She encouraged board members to review this information over the Christmas holidays and noted the importance of doing a better job of verifying where students live in order to strengthen the board's policy.

Mr. Hooks stated his agreement that no action be taken on this and reported that some of his constituents were sent letters this summer notifying them they will attend Booker T. Washington, and this was without board approval. He stated he met with the superintendent and he told these persons to overlook this but they still received a letter to go to BTW. Ms. Priest said the board is now looking at drawing the attendance zone boundaries and what happened there was when some schools were taken off line, the students in the northern portion received letters they would attend Fair Park, those in the southern portion would attend Woodlawn, etc. Mr. Hooks said these he is referencing all lived in Queensborough. Ms. Priest encouraged Mr. Hooks to get with Dr. Robinson and Ms. Edwards to discuss his concerns. Mr. Woolfolk explained that some of the confusion is J. S. Clark fed three schools – Fair Park, BTW and Byrd; and the reconfigurations resulting from implementation of Vision 2020 required staff to look at the students at M. J. Moore, Bethune and J. S. Clark and determine which students would attend Fair Park, Woodlawn and BTW. To rectify this, a decision was made to grandfather in the students.

Mr. Rachal said he understands this will be postponed and he believes, and asked Dr. Robinson, it is just a necessary evil to adjust attendance lines from time to time. Dr. Robinson responded that is correct; and having heard the board's concerns, staff respects the board's decision to postpone action on this item. She also announced staff is available to address any questions or concerns the board may have. Mr. Rachal reminded the board that we are here for all the children and noted a recent extension of a neighborhood that overlapped another attendance line sending students to a different school and the importance of looking at all attendance lines.

Mrs. Crawley referenced the maps for Fair Park and BTW and asked if, because these are very different schools with different focuses, it is possible to have an open enrollment in these schools' areas and avoid sending neighborhood students to a school they do not want to attend?

CPSB Properties and Recommendations. Mrs. Bell asked Mr. White about the location of a particular CPSB property(ies)? Mr. White explained that they are on the north and south side of Greenwood Road and he will provide the more detailed information to her on Wednesday.

Mr. Riall asked Mr. White if this report is directing specific action to be taken by the board? Mr. White responded it is an item through the Superintendent and he believes the Superintendent is looking for action from the board.

Miss Green asked if staff's recommendation is to sell Building 6 on Knight Street? Mr. White stated that the thought is those in Building 6 can be relocated to an available school building; and it is also staff's belief that it will be easier to turn commercial property than a school and possibly turning one of our schools over to someone that may be in competition with the public school district. Miss Green asked if someone purchased George P. Hendrix? Mr. White explained there have been two attempts to buy George P. Hendrix; however, the financing fell through at the last minute.

Approval of Concession Services for Lee Hedges Stadium. Mrs. Crawley asked if we have a contract or are we taking bids? Mr. Graham responded two bids have been submitted. Mrs. Crawley asked about the possibility of allowing organizations, i.e. Booster Club, PTAs, bid for these? Understanding the possibility of misappropriation of funds, she wonders if we have ever allowed these the opportunity off the concession services? Mr. Abrams explained that in the last contract there was an auditing issue and is why a new contract was implemented. Mrs. Crawley asked if we have ever allowed these organizations to handle the concessions, and keep all the profits for our schools? Mr. Abrams said we have not and the main reason is the board has asked that it be put out for bid and is a decision the board made in the last several months. Mrs. Crawley stated her understanding, but she doesn't understand why, once the current contract is up, we don't look at our schools to compete for this. Mr. Graham said it is only a six months interim contract since a previous vendor cancelled. This one will take it to the end of the fiscal year.

Mrs. Crawford reminded the board that Lee Hedges does not belong to any one school and is the field for several schools. She asked if she understands the gate is split between the home school and the visitors, with the exception of the concessions and this is bit out. Mr. Graham said that is correct. Mrs. Crawford said she believes it will be confusing if numerous PTAs and Booster Clubs man the concessions depending on who is playing. Mr. Graham said it could be confusing and there needs to be some certainty that the organizations each week are prepared.

Mr. Rachal asked if we have received bids and Mr. Graham said staff is evaluating them and once they talk with the potential bidder, it will be posted on BoardDocs.

Carl Pierson noted that in the past there were problems when several different groups were doing concessions and placing orders. He said there were also problems in that groups did not want to do events beyond football.

Select Date and Place to Meet with Local Legislative Delegation and BESE Representative in January/February. President Priest announced that information is on BoardDocs and at board members' stations recommending a luncheon on February 7 or 21 to meet and discuss education related issues. She explained that three board members will be selected to work with staff to research and review potential legislative education bills. She reminded everyone that the Legislative Session, which begins March 12, will be loaded with education reform. It was also recommended that the board invite and meet with the Governor's Policy on Education advisor prior to the session.

Proposed Revision to CPSB Policy CCA – Organization chart. Charlotte Crawley noted that when she began serving on the board there was a solid line from the auditor to the board and dotted line to the superintendent. In 2003 this was changed and she would like to see it back the way it originally was and reflect what we are doing. Dr. Robinson explained that at this time, the positions of Director of Child Welfare and Attendance and Director of Special Services were combined in the budget process to a Director of Student Services. At the last meeting, the board expressed concern that one person would not be able to manage the responsibilities of both these areas and asked that the two positions be put back in place, thus the proposed changes to reinstate both positions. Mrs. Crawley said she is only saying when considering this change, she would like to consider the change relative to the auditor. Ms. Priest stated that her concern is if we create the two positions, there will now be cost and benefits for two positions versus one and the need to add the second position back in a budget that the board has discussed budget savings about. Mr. Rachal requested that the current org chart be added to the backup on BoardDocs.

Mr. Ramsey stated that the intent of his motion was to separate the job because of academics and IEPs on one side and the other side addresses civil type laws, and he believes all under one

director is not reasonable. Relative to the cost involved, Mr. Ramsey reminded the board that other positions have been eliminated and as the audit is moved forward, there will be some additional changes forthcoming. He believes before attendance lines are moved, it will be important to have these issues in line and give this director the support needed and not the responsibilities of two areas that are complicated and very different.

Expanding the Use of Third Party Administrator for Workers Compensation. Mrs. Crawley asked if this will be a savings, will we be eliminating any positions? Tommy Armstrong explained that savings will come by getting people back to work sooner, and in fewer accidents. Mr. Armstrong noted that last year's savings totaled \$575,172.93 and the year before it was \$487,818.79. The Risk Management Department is being reorganized and plans are to move forward and provide more of the services necessary for safety and loss prevention. He also explained that a newly formed committee for work place health and safety will be designed to provide more safety to the Caddo Parish School System, which will save money when there are fewer accidents.

Funding of Truancy Programs. Mr. Abrams explained, in the superintendent's absence, that over the last several months the Caddo Parish School Board staff and various board members and community leaders have met to address the best way to provide truancy services to Caddo Parish students. While there is a need to be addressed at this time, there is also a need for this program to be a long-term program funded long-term by sources other than the Caddo Parish School District. He reported that Cecille Guin at LSUS is currently looking at the possibility of restoring funding in this area. At this time, modifications have been made to the JPAMS system so early notification of students out of school is available and we can also work with the District Attorney to get a notification letter to the student's house that is truant requesting them to show up at a meeting. He further explained that at this time VYJ appears to be the fit for the Department of Juvenile Services even though there are others who can do the same type services and may want to bid on these programs. During the interim, it is believed \$90,000 is needed to provide the services between January and the end of the current school year. He reported the Caddo Parish Commission has agreed to put up one-third (\$30,000) if the school board puts up one-third and the City has agreed to do the same thing. Mr. Abrams explained that the superintendent recommends the board approve the \$30,000 match with the other agencies and move forward.

Mrs. Crawley reported that four board members attended a finance workshop in Pineville and noted that one of the things they were told is school boards do not need to spend money on truancy as it is a legal issue. She said the DA is the most effective person and it is their job; and the Caddo Parish School System needs to focus on lowering the student-teacher ratio so teachers are more familiar with the children they have. She said she believed it was helpful when the Alliance for Education printed the absenteeism in the newspaper and she believes it will be even more effective if the DA prints the parents' names in the paper.

Ms. Priest said she is one of the board members that attended these meetings and Mr. Pierson, in his capacity on the Parish Commission, was also present in those meetings. She added it was felt that the DA, law enforcement and judges all must work with us and the DA worked out a system so it will be more effective. She explained that Caddo did not get available funding through LSU for such a program because of the lack of partnerships. With all the various agencies involved, it is felt that Caddo now stands a better chance of receiving long-term funding for this program.

Mr. Abrams explained that our staff will continue to do a lot of what is necessary in addressing truancy; because the courts are presently overwhelmed and cannot handle every student that has been out for over five days unexcused. He explained that Child Welfare and Attendance and VYJ actually made home visits to determine what the problem might be and intervened and hopefully resolved issues and returned students to school. Clay Walker, director of juvenile

services for Caddo Parish, explained that the Caddo Parish Attendance and Child Welfare does a great job bringing the information to the Juvenile Court System and the Juvenile Judges; and with the different tools that the school system and the juvenile courts have available, hopefully they can work together to address the needs of these students. Mr. Cox said he actually represents the Courts' side and pointed out some of the issues they must address in what is known as a gateway crime. He said truancy is not only the responsibility of the juvenile court, District Attorney, Sheriff and the Police Department, but it's everyone's responsibility since when they are not in school, many are on the street breaking into homes, stealing etc. He noted there have been over 600 referrals from the Attendance Department that the juvenile justice system has not been able to move on because the manpower is not there and we are getting further behind in addressing truancy, which is up 60% from last year. Knowing this is just a band aid, he encouraged the School Board to join with the Parish Commission and the City of Shreveport in an effort to address this issue and get students back in school.

Mr. Rachal stated that if it saves one child, it will be worth every penny of what we spend because every child is important. Mrs. Bell stated this is a partnership and these are Caddo's students and all three groups need to work together to save Caddo's children. Mr. Ramsey noted money that the Caddo Parish School Board has spent in the past with Juvenile Justice; however, as Caddo dealt with the budget crunch, it was necessary to relook at its expenses. He shared his appreciation for the Parish Commission's involvement and for the superintendent's recommendation of a dollar amount for Caddo's participation, in doing what we can to keep these students off the streets. Ms. Trammel reminded the board that it was the former board member from District 6 that worked hard and her hope was that we keep the truancy program active in Caddo which she supports. Mr. Walker stated that he hopes that the partnership being discussed is the first step in addressing this issue and student behavior problems.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

President Priest identified the following items for the consent agenda: 6.03-6.05, 8.03-8.06, 8.09-8.11. *Mr. Riall moved, seconded by Mrs. Bell, that the proposed agenda and consent agenda be approved for the December 13th CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, Red River United, addressed items of interest and concern to the Federation as follows: Revisions to CPSB Policy CCA (Organization Chart) and the chasm between the schools sites and staffing formulas with Central Office not having staffing formulas. She asked that areas that are over staffed and under staffed be addressed when considering this item. She also stated that in 1997 when a board member asked what would be done to offset all the anxiety about a bond, the answer was 6,000 employees; and when the board added a piece in the bond issue for salaries, the employees were passionate about seeing it passed. She also said in 2004, employees were left out and noted what Bossier and DeSoto Parishes have done for their employees and the fact that Caddo is trying to compete with them. She added public education costs and you must not operate in a spirit of fear but only do what is best and right for the Caddo school system.

Mr. Abrams announced that the Louisiana Supreme Court reversed the Cristy case in Caddo Parish's favor (case involving the liquor in the backpack that the courts awarded \$50,000) and found that the board did give due process.

Adjourn. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:15 p.m.*

December 13, 2011

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 13, 2011 with President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams, staff and visitors. Mr. Pierson led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 15, 2011 AND DECEMBER 6, 2011 CPSB MEETINGS

President Priest announced that the motion will be to approve the November 15, 2011 minutes only as the December 6th minutes are not complete. *Mrs. Bell moved, seconded by Mr. Hooks, to approve the minutes of the November 15, 2011 minutes as submitted. Vote on the motion carried unanimously.*

PRESENTATIONS AND RECOGNITIONS

On behalf of the board, staff recognized the following students/employees; and the board president, along with Mr. Woolfolk and Mrs. Turner, presented each with a certificate recognizing their accomplishment. Administrators, family and friends were also recognized.

We Care Essay Contest. Leisa Edwards recognized Bob Griffin and Tom Watts with Community Renewal, sponsors of the We Care Essay Contest. The following students were recognized: Third Place Winners -- McKenzie Persley, Kindergarten, University Elementary; Devin Wilson, 7th grade, Youree Drive Middle School; and Laura Sorkey, 11th Grade, Caddo Magnet High. Second Place Winners – Hannah Shores, 5th Grade, University Elementary; Haley Peace, 8th Grade, Donnie Bickham Middle; and Claire Hartgrove, 11th Grade, C. E. Byrd High School. First Place Winners – Abigail Phelan, 3rd Grade, Keithville Elementary; Emily Weddleton, 6th Grade, Herndon Middle Magnet; and Aliyah Bilal, 9th Grade, Captain Shreve High.

District 1-5A 2011 Champions. Bruce Daigle recognized the C. E. Byrd Yellow Jackets Football Team, 2011 District 1-5A Champions. Head Coach Mike Suggs and the team members were congratulated for this achievement. Mrs. Bell announced that Channel 3 news highlighted Byrd player Richard Cawthorne.

Teachers of the Year. Dr. Mary Nash-Robinson announced that last month when recognizing Caddo's Teachers of the Year, two teachers were inadvertently missed. The following two teachers of the year were introduced and recognized: Debra Smith, Northside Elementary; and Carla Hill (absent), Fair Park High School. Dr. Robinson also announced that Dynamic Trophies was listed as providing the commemorative gifts for this year's teachers; however it was Ad Pro Trophies, via Opportunity Caddo, that provided this year's crystal trophies.

Smiles Louisiana Dental Program. Dr. Gregory Folse was recognized for providing the much needed dental care to children who are in much need of this service. Dr. Robinson expressed appreciation to Dr. Folse for what he does for the children in Caddo Parish. Dr. Folse shared with the board and audience his appreciation for the school district's support in providing this much needed service to students and shared data on the services being provided and the number of students being seen/treated during the year.

Louisiana Association for Health and Physical Education, Recreation and Dance. Jan Holliday recognized Alan Carter, Caddo's Supervisor of High School Physical Education and Athletics, who was recently named the State Athletic Director of the Year at this association's recent annual conference in Baton Rouge.

Newly Appointed Administrators. Dr. Robinson introduced the following newly appointed administrators: Willie Arkansas, custodial supervisor; and Bruce Daigle, area director of school performance.

President Priest announced that these recognitions indicate the many good things taking place in Caddo; and despite the frequent negative publicity, the district is doing things such as providing for the homeless, providing dental services to students, recipient of many awards, etc. and she believes it is necessary that the district begin getting this positive message out.

Public Hearing on Renaming a Portion of Youree Drive Middle School Grounds for Coach Knox. President Priest declared the public hearing open on renaming a portion of the Youree Drive Middle School grounds for Coach Knox. There being no speakers on this item, President Priest declared the public hearing closed.

VISITORS

Jackie Lansdale, president of Red River United (Caddo Federation of Teachers/Support Personnel), shared a poem she had written on the Federation's concerns relative to education.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE DECEMBER 13, 2011 CPSB MEETING

Dr. Mary Nash-Robinson presented items for the board's consideration and the following discussion ensued. President Priest announced that Items 6.02-6.03, 6.05, 7.01-7.02, and 8.01-8.08 are the consent agenda. *Mr. Riall moved, seconded by Mr. Pierson, to approve the agenda and the consent agenda for the Tuesday, December 13, 2011 CPSB meeting as presented. Vote on the motion carried unanimously.* The following is a summary of the board's action relative to consent agenda items.

Item No. 6

6.02 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, November 28, 2011–December 16, 2011

Kirstin Cloutier, Teacher, 2.5 years, Captain Shreve

Catastrophic Leave, December 6, 2011-December 16, 2011

Ralph C. Norton, Teacher, Shreveport Job Corp, 13 years

Renee Caldwell – request to rescind sabbatical leave for study in Spring Semester 2012 approved at the June 2011 board meeting.

6.03 Personnel Transactions Report. The board approved the personnel transactions reports for the period of October 21, 2011 – November 20, 2011 as recommended by the superintendent and submitted in the mailout.

6.05 Out of State Travel Requests (General Fund). The board approved requests for out-of-state travel (General Fund) as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) D&H Distributing Company, totaling unit price \$592.77, for the purchase of Calculators for all Schools; (2) Aves Audio Visual Systems, Inc., totaling unit price \$1,425.05 for the purchase of Audio Visual Equipment for All Schools; (3) EBSCO Industries, Inc., totaling percentage discount of 11.95% for periodicals for all schools; (4) Monroe Spring & Brake, Inc., totaling \$353.00 per unit price for the purchase of vehicle brake linings; and (5) Delcom Group L.P., totaling percentage discount of 15% for the purchase of printers and scanners for all schools. The bid tabulation sheets are filed in the permanent records of the CPSB's December 13, 2011 meeting.

7.02 Bids (Construction). The board approved the following bid(s) as recommended by staff and submitted on the bid tabulation sheets: (1) John Gibbs Roof Systems, Inc., with a Base Bid, for the sum total of \$447,310 for Project 2012-077, "Central Office Re-Roof Main Office & Instructional Center"; and (2) Hope Contractors, with a Base Bid and Alternate 1, for the sum total of \$303,900 for Project 2012-QB13, "QSCB Data Security Cameras at J.S. Clark". The bid tabulation sheets are filed in the permanent records of the CPSB's December 13, 2011 meeting.

Item No. 8

8.01 CPSB Properties Report/Recommendations. The board approved the proposed utilization of CPSB properties as submitted by the superintendent in the mailout, a copy of which is filed in the permanent record of the December 13, 2011 CPSB meeting.

8.02 Special Education Interagency Agreements and Contracts. The board approved special education interagency agreements and contracts for providing needed services to students as submitted in the mailout.

8.03 Revisions to Pupil Progression Plan and High Stakes Testing. The board approved the proposed revisions to the Pupil Progression Plan and High Stakes Testing Policy as submitted by staff in the mailout.

8.04 Request for Approval to Sponsor H-1B Visa. The board approved the request to sponsor an H-1B Visa for an international teacher requiring an H-1B visa to fill a vacancy in Chemistry.

8.05 Approval of Concession Services for Lee Hedges Stadium. The board approved the bid of John Auzeene, Jr., totaling 20% of the gross receipts for concession services for Lee Hedges (Caddo) stadium as submitted in the mailout.

8.06 Select Date and Place to Meet with Local Legislative Delegation and BESE Representative in January/February. The board moved that the CPSB schedule a luncheon on February 7th or February 21st with the Caddo Legislative Delegation, and any other surrounding legislators, to discuss education-related issues, that the board president appoint a sub-committee of three board members to work with staff to research and review proposed education bills for the 2012 Session, and invite the Governor's Policy Advisor on Education to meet with the board and staff prior to the session.

8.07 Proposed Revision to CPSB Policy CCA (Organization Chart). The board approved the revision to Policy CCA (Organization Chart) as submitted by the superintendent in the mailout.

8.08 Expanding the Use of Our Third Party Administrator for Workers Compensation. The board approved expanding the use of our third party administrator for workers compensation as submitted in the mailout.

ADMINISTRATIVE CONTRACT RENEWALS

Board Member Crawley requested to separate the COO from the others. President Priest asked if the board agrees to voting on the COO's contract separately? *Mrs. Crawley moved, seconded by Mr. Ramsey, that the COO's contract be voted on separately. Vote to separate failed with Board members Riall, Crawley, Crawford, Rachal, Ramsey and Armstrong supporting the motion to separate and Board members Green, Pierson, Hooks, Trammel, Priest and Bell opposed.*

Mrs. Crawley moved, seconded by Mr. Riall, to vote on each one individually. Mrs. Crawley reminded the board that it has been doing this and the previous board discussed not wanting to vote no against all contract renewals but to have the ability to pull a particular contract and vote on it separately. Mr. Riall stated he believes board members should have the ability to vote individually as they have the need to rather than on all at one time. Mr. Pierson asked for clarification and if this means the board is evaluating everyone and determining whether or not contracts will be issued? President Priest stated she believes that is what this appears to be. Mr. Pierson said he doesn't believe he can evaluate these employees fairly when he has not seen them perform their duties; this is something for which he holds the superintendent responsible.

Mrs. Crawford moved, seconded by Mr. Rachal, to postpone action on the COO's contract until January. After discussion, Mrs. Crawford withdrew her motion and Mr. Rachal his second.

Ms. Trammel asked for clarification because when she agreed to serve on the board she believed it was the board's responsibility to set policy and approve a budget. She added if personnel issues become the responsibility of the board, she then believes there is no longer a need for a superintendent; and if there is a problem with an employee, this is a matter board members should take up with the superintendent.

Mrs. Bell stated she believes when you pull out a single person's contract, this is a personal issue; and if the board is going to begin evaluating employees, it will be important for her to go onto the jobs of these employees. Mrs. Bell said she doesn't believe this is the board's job and that this is a personal attack on someone which is something she will not go along with; and the board should address these matters with the superintendent.

Mr. Hooks moved, seconded by Mr. Pierson, to call for the question, because this discussion should have taken place in the last meeting (work session). Vote on the motion to end debate carried with Board members Crawford and Ramsey opposed and Board members Riall, Green, Pierson, Crawley, Hooks, Trammel, Priest, Rachal, Armstrong and Bell supporting the motion.

Mr. Abrams clarified that the current motion is to vote on each of the positions individually, and the board will be deciding procedurally on how it will address each one of these.

Vote on the motion to vote on the five administrative contracts separately failed with Board members Riall, Crawley, Crawford, Rachal, Ramsey and Armstrong supporting the motion to separate and Board members Green, Pierson, Hooks, Trammel, Priest and Bell opposed.

Mr. Pierson moved, seconded by Mr. Hooks, that the board accept the recommendation of the superintendent (on the renewal of administrative contracts). Vote on the motion carried with Board members Riall, Crawley, Ramsey and Armstrong opposed and Board members Green, Pierson, Hooks, Trammel, Priest, Crawford, Rachal and Bell supporting the motion.

FUNDING OF TRUANCY PROGRAM

Mr. Rachal moved, seconded by Mrs. Crawford, to approve the superintendent's recommendation for funding of \$30,000 as its portion to help fund the truancy program for the next semester. Mr. Rachal asked, since there are other governmental parties involved, which entity will the money flow through? Mr. Lee responded that he has not had conversation with anyone on how this will occur, and Mr. Abrams explained that it will be through the Department of Juvenile Services and they will contract. Mr. Rachal asked if this is how the funds were used in the past? Mr. Lee said the funds approved last year went to Volunteers for Youth Justice. Mr. Rachal asked for clarification on why the funding direction has changed? Mr. Pierson explained that because there was only one funding mechanism last year, the funds flowed directly to VYJ the entity carrying out the program. He further explained that the Department of Juvenile Services is a department within the Caddo Parish Commission and is responsible for these funds. Mr. Pierson reminded the board members that this is only to carry the program through the end of this school year and next year some other funding arrangements will need to be made. Mr. Rachal noted the importance of clarifying this before voting on it. Mrs. Crawford said she believes this organization is doing a good job and it is helpful to know who to call when seeing students on the street and out of school.

Ms. Priest asked that staff at the January meeting, Ms. Salone and Ms. Everett, bring to the board current stats on this item, because she would like the records to reflect accurate information since she is seeing in staff reports that from September 12, 2010 to December 5, 2010 there were 458 truant students and September 12, 2011 to December 12, 2011, there were 634 and this is approximately 28% increase and not the 60% increase previously reported.

Mrs. Crawley said while her comments are not an evaluation of Juvenile Justice, state law makes the Commission and the juvenile services responsible for juvenile delinquency. Since the district pays for board members to attend these conferences on board finance, she shared with the board that this was addressed at the last class and this is not something school boards should be paying. She also noted how many times during the year expenditures are added to the board's approved budget, but items are never taken away. Mrs. Crawley asked for clarification as to where the \$30,000 is coming from, because she understands the Parish Commission is cutting Sci-Port and this is not something she supports; and she also understands that to add this to our budget means we will cut something. Mrs. Crawley also referenced that VYJ has been operating for approximately 4 years and with the new technology available, it can be easy and important to publish the names of parents of truant students. She said this is not the Caddo Parish School Board's job, but the board's job is to educate children.

Mrs. Armstrong asked for clarification on the funding for the remainder of this year and is that the fiscal year? Ms. Priest clarified it is through the end of this school year. Mrs. Armstrong stated her understanding that this is a completely different operation from VYJ. Mr. Abrams said that is not correct, but it will be using VYJ again to perform the services; and he did not want the CPSB to have a contract with VYJ since he does not see this as a necessary CPSB duty. He also explained that next Spring there is an intent to provide long-term grants, etc.

Mr. Hooks said he is very familiar with this because he serves on the State Children and Youth Services Board, and he reminded the board that VYJ came to the board last year and the board approved \$185,000 for them. This year they are coming to the CPSB for help and asking for \$30,000 and he believes this is not a lot at all when it comes to talking about Caddo's children. He shared with the board an incident that happened at a Caddo school this week; how teachers are afraid, because the students are running the schools and help is needed.

Mr. Pierson moved, seconded by Mrs. Crawford, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the main motion to fund the truancy program as recommended by the superintendent carried with Board member Crawley opposed and Board members Riall, Green, Pierson, Hooks,

Trammel, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion. Mrs. Bell abstained.

ELECTION OF 2012 OFFICERS

Mr. Rachal moved, seconded by Mrs. Crawford, that the board vote on officers by slate. Vote on the motion carried with Board member Green opposed.

Mrs. Armstrong moved, seconded by Mrs. Crawford, that the CPSB elect the following slate of officers for 2012: Steve Riall, President; Dottie Bell, First Vice President; and Larry Ramsey, Second Vice President. Vote on the motion carried unanimously.

AUTHORIZATION OF PRESIDENT TO USE FACSIMILE SIGNATURE

Mr. Ramsey moved, seconded by Mrs. Bell, to authorize the President to use a facsimile signature. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Robinson announced that there is nothing to report at today's meeting.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest asked that staff bring to the board in January a presentation and data on truancy.

Ms. Priest announced that there will not be an executive session this evening on the superintendent's evaluation; she has completed the superintendent's evaluation and will meet with him to go over it. She also asked the president-elect to allow her to present the superintendent's evaluation in January.

Mr. Ramsey asked that an item be added to the January agenda to approve the recommendation of the internal audit of the Energy Management Department.

Mrs. Bell asked that staff provide her with how many employees are currently on administrative leave and getting paid, as well as how long they will be on leave, and information on how we pay bus drivers for extra trips and the procedure followed for payment.

Board members Trammel, Rachal, Ramsey, and Riall congratulated President Priest on the wonderful job in serving as the board's president for two years and wished everyone a Merry Christmas. Mr. Riall also expressed his appreciation to the board for the opportunity to serve as the board's president during 2012.

Ms. Priest expressed her appreciation for the opportunity to serve and wished everyone a Merry Christmas and Happy and Prosperous New Year.

Adjournment. *Mr. Riall moved, seconded by Mr. Hooks, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:55 p.m.*

Dr. Gerald D. Dawkins, Secretary

Lillian Priest, President

January 3, 2012

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 3, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawley led the invocation and Pledge of Allegiance.

PRESENTATIONS

Truancy. Carla Moore, supervisor of child welfare and attendance, shared with the board that the State Legislature mandates compulsory attendance laws and cited recent changes, as well as how those changes have affected the Caddo School District over the past five years. She also shared with the board numbers generated from the Attendance and Child Welfare Department, i.e. number of referrals to the Juvenile Justice System. Ms. Moore explained that the compulsory school attendance law requires that children attend school each day scheduled by the school system with the only exemptions being personal illness, illness in family substantiated by the parish supervisor of child welfare and attendance or a certificate from a practicing physician, death in the immediate family, or religious holidays. She explained that the compulsory attendance law is enforced in the Caddo School System by computer generated letters via JPAMS, staff generated letters from the Attendance and Child Welfare Department, phone calls via the JPAMS calling system, as well as by attendance supervisors and facilitators, school and home visits, court referrals, agency referrals and court petitions. Ms. Moore added that changes in the State Law over the past five years have altered the way school systems address truancy with students no longer being categorized as historically and non-historically truant, with earlier notification and conferences with parents being required. The new laws also outline consequences for parents of students who are considered truant. Referrals made in 2007-2008 were made based on historically or not-historically truant (court referrals were made on the 15th unexcused absence for non-historical truant students and on the 8th unexcused absence for historically truant students). During this (2007-08) school year, 1,443 students were referred to the Juvenile Justice System by the Attendance Department for truancy; and in 2009-10, Act 741 required that the parent be referred to the District Attorney after the unexcused absence, and was changed from 15 to five, with any habitual cases possibly resulting in fines for the parents or community service. She reported that 2,366 students were referred to Juvenile Justice System during the 2008-09 school term for truancy and in the 2009-10 school term, 2,850 students were referred. During the 2010-11 school year, Act 644 was passed by the State Legislature requiring that parents are notified in writing on the third unexcused absence, and schools must conduct parent conferences concerning student absences. She further added that Caddo Parish Public Schools installed a calling system that contacts parents upon each instance of an unexcused absence, beginning on the first unexcused absence. Three thousand three hundred twenty-four students were referred to the Juvenile Justice System last school term; and to date for the 2011-2012 school year, their department has continued to make referrals to the Juvenile Justice System in accordance with the law; with continuing to see increased instances of truancy, particularly among the middle and high school students, as the year progresses, with 634 referrals made to the Juvenile Justice System as of December 2011.

Mrs. Bell stated that she researched a program in Oklahoma where the parents are fined and actually go to court; and asked if Louisiana has passed something similar mandating some type of fine on the parents? Ms. Moore responded said it could be done; however, as of now, staff has not heard where any such thing will be implemented in Caddo. Mrs. Bell asked if the school system has talked to the appropriate officials about implementing this in Caddo? Mr. Abrams

explained that the Caddo School System refers to the Juvenile Justice System (District Attorney), and the District Attorney makes the recommendation as to what should be done to the parent and its a judge that can require the parent to do community service or impose monetary fees.

Mr. Pierson asked about the appearance that the numbers are down, and Ms. Moore explained that the referrals are up, but the number of truant students in the system is down, and normally an increase in numbers is seen in the second semester.

Mrs. Crawford asked if it is possible for the school to have school-based community service rather than going to court with the students. Mr. Abrams explained the statute mandates that the judge rule on what will be done and cited a case where the judge did mandate community service at the school, but there were some liability issues involved. Mrs. Crawford asked if the parents were the ones carrying out the community service and Mr. Abrams said that is correct, it was whoever was responsible for making sure the student was in school. Mrs. Crawford asked if there are numbers available that indicate the school referrals work? Ms. Moore said it is punitive and usually when a student is taken to court, they are judged and assigned a probation officer

Mrs. Crawley asked what do the schools or social services personnel do before it gets this bad for one particular student? Ms. Moore stated that the system calls the parent on the first unexcused absence, but State Law mandates that the schools have a conference with the parent and documentation on the third unexcused absence. She further stated that five unexcused days is basically for elementary and middle school students, because high school students actually fail on the fourth unexcused absence with the block schedule. Mrs. Crawley asked about last year's 3300 and if these are the same children or different families? Ms. Moore said many times it is the same family, and normally the judge would require the parents to participate in parenting classes. Mrs. Crawley said she believes it is important that we do a lot of "hand holding" early on to ensure that these students are in school. Ms. Moore noted that referrals begin at age 7 and are through age 18. Mrs. Crawley said she understands it is the system making referrals; however, she is talking about the system bringing in social services, school nurses, counselors, etc. in an effort to get these students in school. Mrs. Crawley asked if home visits are made and Ms. Moore responded that the staff does home visits to determine why students are not in school.

Ms. Priest asked staff about the 3,324 referrals to Juvenile Justice and does this represent roughly 13% of Caddo's student population enrollment? She asked that staff look at this as a number because when talking about things, it is the numbers that get attention and is something that needs to be addressed. Also, with the partnership formed, she believes it will be very important to continue the dialogue with law enforcement to implement a system of community service and/or some type of penalty for parents of truant students and asked that staff begin to work on this. Ms. Priest said the district is looked upon based on attendance and if students are not in school, they are not learning and this is not only an injustice to the children, but the system as well. Ms. Priest also stated her observance of students not enrolling in school at the beginning of the school year (in mid August), but waiting until after Labor Day.

Mrs. Crawford noted that a couple of board members a couple of years back attended a presentation on a truancy program in Lafayette and before students are referred to the Justice System, they are referred to social services to work with them and hopefully keep them from having to go before a judge and asked if Caddo does this. Ms. Moore explained how staff works with the parents due to the fact that sometimes there are extenuating circumstances (i.e. homeless, no transportation, etc.). Mrs. Crawford stated her understanding of these particular situations; however, she is talking about the parents that are not making certain their children are in school. Ms. Moore further explained meetings and hearings are held with the parents in an effort to address truant students and placing students on behavior contracts, explaining to the parents the importance of parents ensuring their children are in school. Mrs. Crawford added she

believes it is important that we set up some type of community service whether it be at the school or raking yards in the neighborhood, for example.

Mr. Abrams reported that staff is working on an agreement between the different groups (parish and city) based on what the board approved at last month's meeting; and within that agreement there will be interventions in place and a part of their duties will be going into the homes and provide social services for the parents, assessing the problems. He further added that a part of the agreement will be requiring a report to the board, possibly quarterly, on what they have done, how many people they have touched and the results.

Ms. Trammel asked Ms. Moore if, in making sure parents are penalized (for the younger students), we will be penalizing the older students, along with the parents, and holding them accountable. Mr. Abrams responded that the way the court system is set up, and reminded the board of the 3300 referrals, there is no way they can all go through the Justice System, so it is necessary to use other services to intervene and determine the problem by using these additional services (community service, probation officers, etc.).

Mrs. Bell said she is about the children going to school, and she believes it is time for the board to get on the parents who are responsible for their children being in school and shared her experience in this area when she taught in Caddo. She said parents do not want to leave their job and will think twice when contacted about their child not being in school. Mrs. Bell noted the history of students who have failed the Leap exams and why schools SP Scores are not increasing every year. She also referenced a district in Oklahoma fining parents. Mrs. Bell said the child is the one suffering when getting to school late and missing part of the school day, and encouraged the board to meet with the legal system if necessary about possible parental penalization.

Mr. Ramsey said that Mr. Abrams expressed his concern relative to accountability issues and asked Mr. Abrams to clarify again the periodic communications. Mr. Abrams responded that the contracts have not yet been negotiated; however, conversations were held during the holidays with the parish attorney and city attorney on what they believe the agreement should look like, i.e. what each shall do and will do and report at the end of the year the effectiveness. Mr. Abrams also reminded the board of the concern about a one-time funding agreement and the need to look for other funding throughout the state, even the potential of putting it out for bid to organizations that can provide services.

Mrs. Crawley asked Ms. Moore about the missing number she would like and that is of the 635 reported to date this year, how many are repeaters, or different families? She also said that maybe publishing pictures and names in the newspaper (Inquisitor), similar to arrests, DUIs, etc., will state how serious we are about this.

Mr. Pierson said he believes the Census and Attendance Department does an excellent job and could do a mammoth job if there were an unlimited number of personnel; however, considering the number of truant students, and because staff is limited, staff can only address so many. He highlighted other aspects, i.e. how many days a student is out by the time hearings are held, missed class work, how far students are behind in their class work by the time they are returned to the classroom, etc., and he believes the department and the board will continue to address these issues with our partners and get these students back on line and in school.

Mr. Hooks stated that you must begin somewhere; and if you don't, the problem will not be eliminated. He referenced Mr. Abrams' comments about getting help from the state and reminded the board that he sits on the Governor's State Advisory Board, and they approve grants that can be used in this area. Mr. Hooks stated that someone might want to contact Dan Borland, who is over the juvenile system in Beauregard Parish about how they were successful in getting

their truancy numbers down. He added he knows the Attendance Department is doing the best they can do, but financial assistance is needed. Mr. Hooks asked the superintendent to submit a grant and he will be glad to present it to the Governor's Advisory Board. While he understands that some of these truant students have extenuating circumstances, Mr. Hooks said it is important that we not give them an excuse. He added that parents and guardians need to be held accountable because education is important and students need to be in the classroom. He also reminded the board that the \$30,000 approved by the board at its last meeting is only for the remainder of this school year and something needs to be done to provide funding in the future.

Mr. Rachal echoed Mr. Hooks' comments; and, he believes if these parents were fined for their truant children, then they would probably follow their children to school to make sure they were in attendance. He also stated that the public as a whole holds the school board accountable, as well as the superintendent, the teachers, and the counselors; and he doesn't believe the public as a whole will look at the board in a negative way if we hold parents accountable to the fullest extent of the law. He also reminded everyone that historically if a new rule is put into place and it is a rule that someone likes to break, then they are not going to like that rule. Mr. Rachal noted Mr. Abrams' comments that the courts could possibly be overwhelmed; however the school system is currently overwhelmed and it may not be a bad thing for someone else to be overwhelmed for a while. He asked the superintendent and Mr. Abrams to look at what policy can be put forth in order for there to be a larger impact in this area. Dr. Dawkins noted that he believes the point has been made that this is something staff needs to follow up on; and in terms of what the law allows, Mr. Abrams can explore this area and report back to the board. Mr. Rachal reiterated that he believes everyone on the board would like to know what "to the full extent of the law" provides, as well as what other parishes have in place that may be working.

Mr. Abrams stated that the system has modified what we do and according to the statute, any student who is habitually absent shall be reported by teachers and supervisors of child welfare and attendance to the family or juvenile court and dealt with in accordance with the courts determination. He said the issue is we are the agency that reports, tells them what happens, and it is up to the court to make the determination as to whether or not they are truant and that the parent is responsible. Mr. Abrams further explained that the statute continues to say that a student in kindergarten through 8th grade that is habitually absent shall be punished as follows (and this is a directive by the Legislature to the courts): (1) first offense – fine not more than \$50 or the performance of not less than 25 hours of community service. He also explained that we have now partnered with the District Attorney and as a part of the District's calling system, a letter is sent from the District Attorney to the parents, via JPAM, scheduling a meeting with him (DA) if they are not complying that the child is truant. Mr. Abrams further explained the process that is followed with the DA who is the enforcement arm with the authority given to them by the statute, and the school system cannot penalize or fine any person. Relative to what other systems have or are doing relative to imposing fines, Mr. Abrams responded that he will look at the grants, but we will have to follow the law.

Ms. Priest added her agreement that we must follow the law; however, she believes there are those situations that must be dealt with realistically, and that is we are losing the battle of children not being in school which is affecting the District's School Performance Scores. She said there are things she believes we should do to bring to the forefront the value and need of children being in the classroom; and referenced the use of *The Inquisitor* to identify negligent parents not following the law relative to education for their children. Mr. Abrams again explained that this will occur in Juvenile Court and will not be open to the public, unless the court system declares and puts a judgment that is public record. Ms. Priest asked that we look at options, since we have the reporting system in place, to hold the parents accountable.

ESTABLISH THE AGENDA FOR THE JANUARY 17, 2012 CPSB MEETING

Dr. Dawkins presented items for the board's consideration at the January 17th meeting and the following discussion ensued.

Personnel Recommendations. Mr. Hooks inquired about the recommendation for the Director of Attendance and the superintendent responded he will make a decision by the end of the week.

Out of State Travel (General Fund). Mrs. Crawley noted that some of the requests for out of state travel are actually before the board meets again and if the board is being asked to vote on these after they travel?

Bids (Purchasing). Ms. Green inquired about uniforms for Magnet High's music program, and Leisa Edwards explained that uniforms and instruments for all high schools and middle schools are requested on a rotation basis, based on need and age of the uniforms. Ms. Green asked staff to provide her with a list of what school is next. Ms. Trammel asked for clarification because she has never seen Magnet High students in uniforms. Ms. Edwards said it is not the same uniform as other bands may have, but it is some type of robe, overlay, etc. for their music ensemble. Ms. Edwards added that she will provide information on the various types of uniforms and the proposed cycle and process for requesting uniforms and/or instruments.

Bids (Construction). Ms. Green asked staff to explain the lighting retrofit for Byrd High School. Mr. White explained that these projects are updating lighting throughout the schools; and to date, approximately 74% of the schools have been updated, replacing them with more energy efficient fixtures and bulbs. Ms. Green asked if this has gone on at any other schools; and Mr. White again stated that approximately 74% of Caddo schools are complete. Ms. Green noted the \$150,000 for all three projects and Mr. White explained that this is the way in which they must be advertised according to the public bid law. Ms. Green asked staff to provide her with information on the cost for the three proposed projects.

Mrs. Armstrong asked Mr. White to clarify her belief that we had completed these retrofits. Mr. White explained that under the 2004 bond issue, air conditioning had to be completed first and any remaining funds were earmarked for lighting retrofits. Last summer a majority of the lighting retrofits were completed and Byrd had to be postponed in order to make the security updates to the 7-12 schools, which was a call he made since we do work on lighting retrofit projects when school is in session.

Mrs. Crawley asked Mr. White about moving J. S. Clark to an elementary school and the location of I-49 to J. S. Clark? Mr. Pierson said there is nothing set in stone relative to the location, but it will not interfere with J. S. Clark. Mrs. Crawley said her only problem with J. S. Clark is security because of its location on a highway and asked staff about security for the elementary students. Mr. White explained that the area directors and he met and the biggest challenge in the transition is all the preK, K and 1st grade students must be on the first floor. He also noted J. S. Clark's close proximity to Hearne Avenue where vehicles seem to travel fast, and the area directors asked that the very small loop be removed so people will not pull in and out at that location, and to fence off around Hearne and along Ford Street. He also reported that these students will also have a fenced off area on the north side of the building.

Ms. Trammel asked Mr. White about fencing in the area and if this is because the school is on Hearne Avenue? Mr. White responded no, but it is to provide safety for every child. Ms. Trammel said she has noted that every school she has passed by or visited has fencing around them and it gives the appearance that it is a detention center or prison, and asked if this fencing is because the school is on Hearne? Mr. White said it's not just because it is on Hearne, but it is what we do at any school to keep students from wandering into the street. Ms. Trammel referenced other schools in the district that do not have this appearance and asked that the staff

remember this when fencing in areas. Mr. White added there have been comments and one is having a fence only five feet high so it does not give the same appearance as a security fence.

Mr. Hooks asked how will the driveways along Hearne be fenced off? Mr. White explained that academic directors have recommended removing these driveways as they are not wide enough to be used as a drop off area, and how the fencing will be placed around the campus to tie in with the building. Mr. Hooks asked about the parking lot for teachers, and Mr. White responded that it will not affect this, but it will be before the drive, near the Home Economics Building.

Mr. Pierson said he believes these changes will serve two security purposes, adults cutting through the campus when walking, and the circle drive will keep anyone from just dropping in and picking up students.

Approval of Recommendations of the Internal Audit of the Energy Management

Department. Ms. Priest asked that we get quarterly updates on the nine recommendations in the Energy Department audit because some address incentives and general cost savings.

Mr. Hooks asked for clarification of the recommendation on Page 2 of the audit where it states that the energy manager shall consult with the director of school plant to determine what should be reduced and at minimum a review should be year to date with a comparison of money. He also said that he doesn't believe it to be fair to put everything on the energy manager, and he doesn't believe you can hold the energy manager responsible when the responsibility is on his director. He also asked if SunGard is working and the superintendent responded it is working. Mr. Hooks asked if Mr. Smith has responded to this report and the superintendent responded he has. Mr. Hooks also stated his concern that we only have one energy manager; and Dr. Dawkins stated that at the present time, there is one energy manager and we never had more than two. Mr. Hooks asked how many schools do we have and the superintendent responded 69 or 70. Mr. Hooks stated that it doesn't make sense to him for one man to be responsible for all these schools and asked who did the audit. Jeff Howard, chief internal auditor, responded that the Internal Auditing Department conducted the audit with Kelli Duffield being the assigned auditor. Mr. Hooks asked if this auditor knew we had this many schools and only one man to care for all of them, because he did not know it. He also stated that his point is one cannot overrule their director and must get their "yes" or "no" from the director and these recommendations do not even include a director. He also asked about the recommendation to reward schools for energy conservation, because he doesn't understand why we would reward a school for doing what they should do. Mr. Hooks stated his disagreement with the audit because it presents an assumption that the energy manager is not doing his job and it is only one person, and it is unfair to put all this on one person and make it appear that he is not doing his job. Dr. Dawkins stated this report is information on where we can improve and not about someone not doing their job. Mr. Hooks said that is how he reads it. Dr. Dawkins said it is things we can do to be better as a system and we need to find ways to do just that.

Mr. Ramsey said the motion will be to simply direct the staff to implement the recommendations of the internal audit; and he believes the auditors did what they were supposed to do and that was review where we are or are not following policy. This audit only pointed out instances where policy is not being followed, and Mr. Ramsey reminded the board that internal audits are done to find problems and as a result address them and make the system better, and he does not doubt the superintendent and staff will address these.

Ms. Trammel thanked the superintendent for agreeing to help this employee and asked Mr. Howard the timeframe used for the audit. Mr. Howard explained that staff did not have any information to look at because it had not been put into the system, so the majority of the audit was looking at policy and noting where it was being followed and where it was not. Ms. Trammel asked if the intent for all the audits is to cover one year, two years, three years? Mr.

Howard said it depends on the information and it is not like an external audit where we testify to financial statements over a year; but these are operational audits.

Mr. Rachal referenced last year's utility bill of approximately \$9.1 million and that one of the recommendations is the establishment of a formal energy management plan, complete with goals and guidelines. He added that it is also recommended that CPSB Form 5 be updated to conform to Policy ECF which states principals will be held accountable and evaluated on the energy management program on their campus, and he is unsure if this is fair to add additional responsibilities to the principals. Relative to building controls, the audit noted the recommendation from Parsons that the best energy conservation opportunity is in the replacement of building controls and instrumentation systems, and how the cost of these upgrades could be recouped in approximately two years. He also noted the recommendation that consideration be given to implementing these controls at all locations so the HVA systems can be computer controlled. Mr. Rachal also shared a visit to another district and how the district could always know the exact temperature in a specific room as well as lights that were on or off. He noted with as many old buildings as there are in Caddo Parish, it is important to be careful how they are managed and asked staff to share where we are in the request for proposals in this area. Mr. Woolfolk responded that an RFP was done and responses were received from two companies. He explained that staff interviewed different types of companies, i.e. engineering consulting firm, a performance contracting firm, as well as a skilled labor company. Mr. Woolfolk also explained that staff looked at control systems where staff could control energy at all schools from a central location. At this time, staff is very close to bringing a recommendation to the board for consideration relative to what direction the board wishes to pursue. Mr. Rachal commended staff members for bringing this to where he has been striving to get for approximately 4 years and reiterated that Parsons said the District could recoup the cost in approximately 3 years.

Mrs. Bell referenced the fact that there is only one energy manager and it will take a team to work with this person to make energy conservation successful. She also reminded the board that upgrades need to be done and to do them it costs money. Mrs. Bell agreed with Mr. Ramsey for bringing this audit up, because it shows the board an area that needs some money.

Mr. Hooks shared with Mr. Ramsey his appreciation of the audit, however, he cannot understand how it is a good and fair audit when it seems to single out one person. Mr. Hooks asked how many audits have there been and Mr. Howard responded there have been two. Mr. Hooks asked why wasn't the director in this area not audited? Dr. Dawkins explained that the auditors went to the employees that provide the service and again, this audit is showing that the District has some work to do. Mr. Hooks added that he believes this is placing the responsibility on one person and it should be on the director and not the energy manager.

Mr. Ramsey reported that he and the superintendent have discussed this and he believes if the superintendent had his preference, he would have done an internal audit when he first came to Caddo; however, this audit is doing exactly what it needs to do and that is exposing some things that need to be improved. Mr. Ramsey said he doesn't believe any one person is being targeted; but the audit will thoroughly assess every department in the system and determine any problems that need addressing.

Approval of Resolution of Assignment of Oil and Gas Lease. Mrs. Bell asked that a thorough research of the properties is conducted, because she is aware of a possible problem with one of the properties. Mr. Abrams explained that this item is an oil and gas lease and the board will be approving the assignment to Cohort Energy.

Approval to Rename a Portion of the Youree Drive Middle School Grounds for Coach Knox. Ms. Trammel asked that Coach Knox's full name be included in this item. Mr. Rachal

said he would ask that the item be changed to state Coach Tom Knox. He further stated that the PTA, faculty and community as a whole originally requested this to recognize the dedicated service Coach Tom Knox has given to Youree Drive.

Adoption of Resolution Ordering and Calling a Special Election to Authorize the Incurring of Debt and Issuance of General Obligation Bonds. Superintendent Dawkins shared with the board a list of capital projects submitted by the principals. He also stated that whatever the board decides to do, he only felt like staff had a responsibility to let the board know this opportunity is available. He said the request for needs exceeds the District's ability to meet and if the board approves moving forward with this opportunity, staff would enlist the help of a professional organization to help market and communicate it. Also, Dr. Dawkins reminded the board in talking about \$133 million, we are talking about equity in all Caddo schools and it is an opportunity that may not come again anytime soon.

Mr. Hooks asked about the capital projects and the request for paving at Caddo Middle Career and Technology? Dr. Dawkins clarified that these are requests from the schools and not what we are doing. Mr. White explained that CMCT asked for two different things, paving (extend the width of the sidewalks) and add a canopy over the sidewalks because of the increase in the number of students. Mr. Hooks asked staff when did the District hold its last bond proposal? Mr. White said 2004 and it was for air conditioning (replacing of window units, non air conditioned spaces, replace any air conditioning systems in eminent danger). He added that any remaining funds, once air condition projects were complete, were designated for lighting retrofit. He also reported that there were funds included for a Performing Arts Center at South Highlands and to support gymnasiums at Booker T. Washington, as well as an amount for information technology and wireless telephones. Mr. Hooks asked if all the schools are now air conditioned and Mr. White said they are. Mr. Hooks said he believes now is a bad time to bring a bond proposal to the taxpayers since schools that have been or will possibly be closed have been air conditioned. He said to make this right, there are 2,252 classified employees (36.31% of Caddo's employees), and 3,951 certified employees (63.9%) that don't believe this is the time and will be a "no" vote because of the way things have happened, i.e. change in the pay schedule and no pay increase in three to four years. While he supports improving facilities and building new schools, Mr. Hooks stated test scores must improve before we spend money on building or renovating anything. He shared that the State Department told him Caddo ranks number 49 and he doesn't understand why when test scores look worse than ever, we would want to go to the taxpayers with a bond proposal when there are schools at risk of being taken over by the State. He also said he heard a rumor that there is an area in the district that wants to separate from Caddo Schools, and he reminded everyone that academics should always be at the top and come first. Mr. Hooks also noted the many good teachers, administrators and students that Caddo has lost in the last 3-4 years and those he has talked with have told him that as long as Dr. Dawkins is superintendent, Caddo will continue to lose teachers, administrators and students. While he likes Dr. Dawkins, Mr. Hooks stated he cannot in good conscience support some of his recommendations; and we cannot hold him liable for this, but we can hold the elected board members liable. President Riall ruled that the comments are getting into personalities and this is not about personalities, and Mr. Hooks said he is not, but he is addressing the bond issue. Mr. Riall asked Mr. Hooks to not mention personnel. Mr. Hooks said he is only giving the facts and does not mean any disrespect to Mr. Riall, but it was the constituents in District 5 that elected him and he is their voice, and he will do his best to see that this bond proposal does not pass.

Mrs. Crawford referenced Bossier's proposal and they included a provision for salaries, and can this be included in Caddo's? She referenced the 1997 bond proposal where the projects were grouped and it wasn't an "all or none" proposition, and is it possible for Caddo's bond proposal to include a provision for salaries? Mr. Lee explained that in a bond issue, you cannot use bond proceeds for salaries, but the board would have to go to the taxpayers for a different proposition for a tax millage for salaries and benefits. Caddo already has one and we would be asking

taxpayers for a second tax millage for salaries, which will be an increase in taxes. Mrs. Crawford asked about the proposition for salaries under Mrs. Tyler, and Mr. Lee responded that is correct and it is the District's largest millage in General Fund for salaries and benefits and it was renewed in 2007 and will come up for renewal in approximately four or five years. Mrs. Crawford again asked if she understands there is no way in this bond proposal, and Mr. Lee said if the board chooses, it can go to the taxpayers for another millage for salaries and benefits, but not as part of the bond issue. Mrs. Crawford asked about verification of the superintendent's statement that this would be carried out over 10 years, and Mr. Lee said the way the bond issue is structured, it would take approximately 10 years. Mrs. Crawford asked staff how much will the election in April cost the District? Mr. Lee said the cost to Caddo will be reduced since there are other political bodies in that election as well. Mrs. Crawford asked for explanation of window treatments and Mr. White explained that this is replacing windows and coverings for windows because of the style windows in the older buildings, the need to control the light coming into the classrooms especially with more technology being placed in the classrooms, as well as for energy conservation. Mrs. Crawford said she understands, but questions placing the window treatments in this venue rather than through capital projects. Mr. White stated it is felt that the proper time to do this is when the windows are replaced; however, the board may choose to remove this from the bond and request that this cost be picked up under capital projects. Mrs. Crawford inquired of staff how many schools would like cafeteriums replaced by adding a multi-purpose room. Mr. White, while he did not have the exact number, all that do not currently have a multi-purpose room have indicated it is something they need, and staff looked at something that would combine a physical education facility with a stage. Mrs. Crawford also asked about multi-purpose rooms being tornado proof when they are built and how much more it will cost? Mr. White said he does not have an answer, but to create a storm shelter to hold the entire student body could be costly, and would not have windows. To build the facility to the specification that it is tornado proof, he does not know of any window that would be tornado proof, and windows are important to lighting the classrooms. Mrs. Crawford stated she is not asking that these facilities be tornado proof, but only for rationale when she is asked the questions. Mr. White said he understands and this is information the staff would provide the board so it can make an informed and intelligent decision.

Mrs. Crawley stated that she is all for providing the best possible facilities that parents are willing to pay for, but the most important thing that can be put in a classroom is a top quality teacher. She added that she was still teaching in 1997 and received a pay increase of a little over \$100 a month and the first month she spent it on her classroom. She said she understands that the bond money can only be spent for capital projects, but she knows that Bossier did this in 2004 and has chosen to go to the voters again, and their sales tax is higher than Caddo's. She also noted that Caddo had the option on that bond issue to put a new school in southeast Shreveport, but the voters in that area voted no. Mrs. Crawley said even though they voted no on that proposition, they did support employees getting a pay increase. She again said that she understands that it can't be in this money, but she doesn't believe parents worry as much about the windows as they do about the teacher in that classroom. Mrs. Crawley noted that we can't compete with the district south of Caddo as they have received the Haynesville Shale money, but Bossier has handled it by asking the taxpayers to vote for it, and we need to determine if the public wants to help Caddo compete. She also reminded the board that in 1997, Caddo was in the top 10 school districts in Louisiana, and in 2004, Caddo dropped to the 20s and now Caddo is number 49; and teacher pay and how you are rated in the State follow each other. She noted that as the surrounding districts continue to pay their teachers more, we will see Caddo continue to go down; but if another proposition is added to the proposal for salaries and benefits, the 6,000 Caddo employees would show up and vote for it, and she would like to have this option. She also asked that there not be any work done on any school in the Vision 2020 plan until we know for certain that these schools will not close.

Ms. Priest asked staff to provide the following information. She believes we should always remain competitive and this can be defined in many different ways, and people work in different places for different reasons, i.e. salaries, but it is not always about salaries, but could be proximity to workplace, home, benefits, etc., and encouraged being more open as we talk about how Caddo competes across the state,. She asked that if the board chooses to move forward with this to be very clear that this proposal definitely will not include any schools scheduled to be off-lined. She also asked staff if there are science labs at all Caddo middle schools; how will we support financially what is needed for this election, and the importance of putting together a community support team and local marketing-pr firm to assist in packaging this proposal properly in order to get the message out as accurately as possible. Ms. Priest added that the board has mentioned air conditioned buses, but she believes we need to look closely at energy efficiency, as well as staff providing a detailed summary of the construction and renovation plan. Lastly, regarding project design costing \$12 million, Ms. Priest said if that is the case, she believes the board should be very clear that the contract work is reflective of Caddo Parish.

Mrs. Bell referenced the capital projects list from the principals and asked the superintendent and board where will the money come from to do what needs to be done in the schools if the board chooses to not support this bond proposal? Mr. Hooks said eliminate take home cars and Mrs. Bell stated that is nowhere near \$133 million. Mr. Hooks said that it is a beginning. Dr. Dawkins responded that it will be very difficult to find ways to fund upgrades and changes of \$500 million, and reported that we currently have approximately \$17 million in capital projects, which is a small amount when the total needs are \$500 million. Mrs. Bell noted the need for a multi-purpose room at Walnut Hill, the need for new schools, the need for air conditioned buses and the fact that these needs are not going away. She said for a good education, she is willing to pay the money so not only her grandchildren, but all children can have the best education possible in Caddo Parish. Mrs. Bell stated that she believes if she walked into Magnet High School she will be told needs for the children to be able to compete, and she will also be told of the children's needs at Huntington High School. She reminded everyone that everyday something is happening that will affect the children and how they will make it in this world, but how can a facility that is approximately 100 years continue to be patched and provide the students with what they need. Even so, it takes money to do so. Mrs. Bell said she believes that whatever it takes to give all Caddo students the best education possible, she is for it and supports the bond proposal. She also believes if the people in this city care about its children, they will not look at the price; and she agrees with giving the teachers a raise, but this is strictly bond money. Mrs. Bell shared with everyone about those things in the AU schools (teachers receiving bonuses), and reminded them that this was an incentive to strive to increase the scores in those schools and they are still unhappy. She said if the board is going to give a raise, it should be given to everyone; but if we can give teachers state-of-the-art classrooms, this will make a difference in teachers being dedicated to teach when they have everything they need for the children so they have the opportunity to compete with students in other parishes. Mrs. Bell said, regarding the proposition, that should be the next thing the board addresses and reminded them that the taxpayers in Marshall said no when a proposition was put on the ballot. She also pointed out that the list of needs and what can be done with this bond money will address needs at every school in the District, and encouraged the board to support it. She also reiterated that she is for a raise for the teachers.

Mr. Ramsey asked the superintendent about the bonding capacity and how will the capacity be impacted if the board moves forward or if it does not, or if the bond fails. Mr. Lee responded that if we don't move forward at this time, it will be necessary to reduce our debt service millage because it will be higher than what is needed to satisfy the District's existing General Obligation debt. Staff's estimate is that it will reduce from 7.6 mils to approximately 6 mils, and this is the first drop in the event we do not issue any more debt. Mr. Ramsey asked staff to explain the reduction. Mr. Lee said he doesn't have that number, but he will get it for the board. Mr. Ramsey stated that instead of talking about being able to bond \$133 million, will it be an amount

smaller than that? Mr. Lee said absolutely and they would have to run the numbers to know exactly how much. Mr. Schlueter said it could be lower than that as it will be necessary to know the election date if not this year and an assessment is done each year which will alter those figures in moving forward. Mr. Ramsey said the window of opportunity does not close to go forward with a bond issue, the board can come back at anytime. Mr. Lee clarified it does not close, but it does reduce. Mr. Ramsey said he understands it does reduce, but we still have the capacity, 6 mills to address needs, and he wants the public to understand that if we don't do this now, it doesn't mean we will never have the opportunity again. Mr. Lee confirmed that is true; however, each year the millage reduces, the amount the board can issue without increasing the millage reduces as well. Mr. Ramsey also said if we do this, he understands we are not raising the taxpayers' taxes, but there is an opportunity to reduce taxes if we don't go to the public with this request. He also said these are his concerns; and if we don't have the support of all the organizations and taxpayers, it will fail. Mr. Ramsey also added that he believes more details are needed when spending this kind of money and everything needs to be put on the table.

Mr. Pierson shared that he was a football official for 27-28 years and for 15 years of that time, he wore the white hat, which means he was the referee that received all the boos; and he believes we will miss an opportunity, and every opportunity has pros and cons. He noted that this will not increase taxes; but as board members, he believes the board should give the people the opportunity to vote for or against it. Mr. Pierson said he will follow the majority vote of the board, the collective will of the board, even if he votes against it. He said you cannot buy a good teacher; because if teachers are not willing to go into the classroom with some of the students Caddo has, then it will not be successful no matter what the District pays them, and he certainly wants to pay whatever it takes, because he always believes teachers are underpaid. Mr. Pierson said he supports any measure that will raise salaries; however, he does not want anyone to think that the quality of teaching is directly proportional to the amount of money they make. Commitment to teaching children has more to do with how successful they are. Mr. Pierson also cautioned the board about conversation of supporting a raise on one hand (which will increase taxes), but at the same time not willing to support a bond issue which will not increase taxes, and this is the people's money and they should have the opportunity to make this decision based on the best information we can give them.

Ms. Green stated her agreement with Mr. Pierson and she too would want to put it to her constituents for the final decision; however, in looking at the proposed projects, she believes board members need additional details before taking it to the taxpayers in her district. She asked staff how long will this need to be advertised before the public? Mr. Lee explained that if the board gives the go ahead at the January 17th meeting, staff would begin immediately to work with partners, organizations, etc. to make the public aware.

Mr. Rachal stated that at this time, there is not a budget and we should have one prior to putting this proposal before the public; there needs to be details in the proposal and there is a need to get the public's input on the details; and the millages of 17.34 will be coming to the public for renewal for General Fund, as well as 6.95 for capital projects. He said it is a matter of determining what is important and he believes the answer was yes to the question that this could be done at a later date. Mr. Rachal also noted that board members have stated they speak for their constituents and want to hear from them on this, and the voting cycle that has the most people voting is the Presidential election in the fall, so if we want to hear from the people that is when they vote. He also asked staff if there is an opportunity to decrease property taxes? Mr. Lee restated that if the board does not do anything in April, we will reduce property taxes in 2012-13 at the latest. Mr. Rachal said he believes this allows the District to get the order of events together and the priorities in line. Mr. Lee said in looking at the numbers and reducing the millages in 2012, then the board will not have another opportunity to call another election before we reduce the millages. Mr. Rachal noted that Caddo collects 78.2 mills which is the highest in the state of Louisiana; and being in real estate, it is the cost of living and doing

business that businesses look at. As a result, he believes Caddo Parish growth has been stifled. Mr. Rachal asked staff to provide him with the cost to repay \$133 million in bonds on a yearly basis. Mr. Lee explained the annual payback would be approximately \$1,450,000 based on an estimated 4% interest rate, which he believes may be high; and we would pay it back over 20 years. Mr. Rachal asked how many teachers does Caddo have and Mr. Lee responded approximately 2,500. Mr. Rachal said if you take approximately \$4 million that we would pay the first three years and divide it by the number of teachers, this is approximately \$1,600, and maybe this is the correct order; and if we do move forward and the public approves this, what will they say when we go to them in a few years for the renewal of the 17 mills? He believes the public needs to know what the board is considering and placing everything on the table.

Mr. Hooks said he too was booed as a teacher, but he told his students if they could make it under him, they could make it anywhere. His reward is when his students return and he learns they have made good of themselves. Mr. Hooks said that what he said was he doesn't believe it is time to bring a bond proposal to the public, and you need to get the wax out of your ear and listen. He said incurring debt to him means to run or fall into something that is unpleasant or inconvenient and he believes if we support this bond issue we will be running into something that is unpleasant and inconvenient. Mr. Hooks said he doesn't mind taking it to the voters, but he will take the same stand with this as he did with Vision 2020, he voted against it and he will vote against this, because he is not for a bond proposal right now.

Ms. Green asked the superintendent how fast staff can provide board members with details on the proposed bond proposal? Dr. Dawkins responded that staff has noted board member questions and will begin tomorrow pulling details together. Ms. Green asked if this needs to be voted on at the next meeting, and the superintendent responded yes, by the 17th.

Mr. Riall asked Mr. Lee about the time frame for paying back this \$133 million bond, and Mr. Lee responded that we will issue \$20 million each year, so it would be approximately six or seven years to issue, and approximately 20 years to pay it back. Mr. Riall asked if this will tie up the District's borrowing power for that time, and Mr. Lee said it does not. Mr. Riall asked when will the District be able to issue more bonds, and Mr. Lee said the board would probably not want to do anything until these issues are complete, approximately 10 years. Mr. Lee further stated that the District could issue more than that, but not without an increase to taxpayers. Mr. Riall said this is directly tied to Vision 2020, and asked if the plan originally said a possible bond issue in Phase III, but is actually being brought forth in Phase II? Mr. Lee said by the time the first series of bonds are issued, it would probably be in Phase III. Mr. Riall noted the very generic projects listed and he too would like to see exactly what will come about so everyone knows what will happen and what will not happen. Dr. Dawkins responded that staff will be able to give a plan like this; however, it is important not to box ourselves in, but to have some flexibility. Mr. Riall asked if flexibility could be coming back to the board for a vote and reminded everyone that Phase III of Vision 2020 was that nothing would be implemented without board approval. Mr. Abrams stated that is his understanding, and the superintendent stated that's a valid question, but what the board sees now is general so there is flexibility. Dr. Dawkins said staff will provide more details and some timelines.

Mrs. Bell stated that the City's bond issue passed because everyone knew the streets were falling apart, it was needed and people supported it; and the same is true for the school system. The District has some old school buildings and it is important for the children. Mrs. Bell said we can say we are going to vote against it, but if the board supports moving forward, she believes it will be necessary to have someone help sell it for us.

ADDITIONS

President Riall asked that the following items be added to the agenda: (1) Request for Approval to Sponsor H-1B Visas (Codofil), and (2) Changes to Policy GCO (Rachal). Mr. Abrams explained that during the last meeting the issue was raised about board members needing to go to the superintendent to split out recommendations and this proposal for revisions offers board members two options – one is a modification of the current GCO which allows a board member to contact the superintendent or board president at least 24 hours in advance to remove a name or separate out the recommendations, and the second option states that the superintendent will list each recommendation individually and the board can decide if it chooses to group certain ones together. Dr. Dawkins explained that the H-1B Visas for the Codofil teachers is what the District has had in cooperation with the State for French and Spanish teachers.

Mr. Rachal clarified that there are two options being presented and Option 2 in his opinion would be the easiest way to address this, and if the board chooses to address all under consent, it can do so. He added that in the past it has been difficult on board members and the individuals, so he believes it would be the easiest way to address this item, addressing them as individuals. Hopefully, this option will eliminate some of the debate. Mrs. Crawley concurred with Mr. Rachal and added that Option 1 would be o.k., but sometimes recommendations are not known until 24 hours before the board is scheduled to vote. With the need to give the superintendent 24 hours notice, she would not be able to do that. She also reminded the board that she prefers to have the information for the work session and be able to address questions and concerns and then vote on the item at the board meeting. Mr. Abrams clarified that the board has a rare and unique occasion whenever it will not be able to approve a contract extension; because if a teacher is promoted to an administrative position, their contract must be renewed and extended unless there has been a mid-contract termination or an intent to not renew. If so, then the board would possibly face a tenure hearing. He also clarified that the issue the board addressed at the last meeting was a non-tenure teacher issue and there would not have been any additional discussion had it not been. Mr. Abrams explained that the only way the board cannot extend a contract is if there is a recommendation for non renewal; and then the board would possibly have to go through a tenure hearing. Promotions are different and Option 1 addresses that because promotions will always come up. Mr. Rachal further clarified and asked if Option 2 will no longer deal with promotions? Mr. Abrams said if the board approves Option 2 it will be required every time the superintendent makes a personnel recommendation for the board to go through the process of making the determination of whether or not each individual recommendation will be on consent; and a circumstance like last month would possibly only come up every couple of years because there is nothing else to fall in that category. He further stated the point is last month the board dealt with an exception and what may come up in the future may not be an exception, but the norm will be the board must renew the contracts unless the superintendent recommends not renewing them, and at that point the board will be faced with a tenure hearing. Mr. Rachal stated that the process of the board excluding someone was more difficult than having a complete list; and if there isn't an issue with any, then they would all be on consent, and asked the superintendent his thoughts on Option 2. Dr. Dawkins responded that seeing this for the first time today, it seems that having an individual contract; however, he is only doing what has been done here for years. He further stated that what he doesn't understand is the group of employees in this group would not require a tenure hearing, so how deep will it go? Mr. Abrams explained that under Louisiana Law, tenure in positions was eliminated (1980); and this means you could not remove them from a position once they received tenure in that position. When the law was changed in 1985 to require there would be no tenure in a position; but the District was required to give them a contract that looks a lot like tenure, with one caveat being that the contract would allow the employee to be moved wherever the District so chooses, but we would have to continue to pay them in the position they were in when moved. Dr. Dawkins stated that his concerns are not so much about Option 2, but about whether or not the recommendation itself stands if there is no recommendation to terminate; and if there is no recommendation to terminate, why do we get into this. Mr. Rachal stated that in any event, he believes Option 2 makes it much easier for the board instead of singling one recommendation out, even if it does

only occur once every three to four years. Dr. Dawkins said his concern is if there is no recommendation to terminate then why does it need to be addressed by the board.

Mr. Ramsey requested addition of an item directing the superintendent and staff to change the mission of the Academic Recovery to include a General Education component as well as a component for Behavior Intervention, models similar to the Alexander Learning Center. He said he believes almost every board member has discussed this and he has talked with the superintendent about his thought that this would have happened with the creation of the Academic Recovery Center. He clarified this directive will be to add components and not eliminate Academic Recovery. He further explained that he is tired of battling whose turn it is to take an extreme behavior problem so they can be placed in another school and continue their pattern of misbehavior. Mr. Ramsey said he believes it is time to address the problem head on and if there is a better way of addressing this, he is for it; however, he believes it is necessary at this time to give the superintendent and staff clear direction to create a place to teach these students and hopefully turn them around. Dr. Dawkins responded that staff will include in the recommendation a clear cut intervention program for these students as well as a return policy.

Mr. Hooks asked that items “Changing the Process for Student of the Year” and “Take Home Cars” be added to the agenda. After clarification, Mr. Hooks agreed to remove Changing the Process for Student of the Year. Mr. Hooks asked President Riall if he understands correctly that at the next meeting the board will vote and not discuss? Mr. Riall responded that the work session is for questions and answers and debating the issue takes place during the regular meeting.

Mrs. Bell requested adding to the agenda an item on “A Districtwide Policy on Who Will be Able to Check Students Out From School”. She also stated that she believes this should also include school-based requirements and will work with the superintendent and staff for her backup. She also added “Research All Caddo Parish School Board Properties” requesting that the files be researched beyond the Caddo School District, and include files in the Court House.

Mr. Rachal asked the superintendent about the attendance lines previously discussed and put off because staff was looking at the entire district. He said at this time, if it is coming back to the board, he is willing to postpone; but if not, he wants to add “Correct Attendance Lines in Subdivisions along the Wallace Lake Road”. Ms. Trammel asked for further clarification, and Mr. Rachal explained that they are undeveloped at the back of existing subdivisions and instead of breaking up subdivisions, they have drawn lines the way they make sense; however, these subdivisions are extending their boundaries into these areas.

Mr. Pierson asked if he did not understand someone say that the questions were for the work session, and asked if it is possible to place an item on the agenda for the work session by calling Debbie in the superintendent’s office rather than waiting until the end of the work session to add it to the agenda? While there are many things that may be added to the agenda that are worthy, he believes it is important to have the information at the work session for the board to address and ask questions.

Mrs. Armstrong explained to Mr. Pierson that the practice has been when something is brought up during the work session, in the interim, a board member gets the supporting documentation to the board’s secretary to place on BoardDocs so the board members have the needed information prior to taking action on that item. Mr. Abrams explained board policy on this issue, and if a board member has an item on the agenda without any backup on the day of the work session, a board member can raise a point of order and state that it was not presented timely and to go forward, it requires a 2/3 vote for the item to be voted on; and if no point of order is raised, the item will move forward. He further added that the rule was put into place to insure that information does not come in late, and if board members add items tonight that do not have any

backup, then a board member can raise a point of order at the board meeting and at that time it would take a 2/3 vote to consider it.

Mr. Rachal said this is something that was presented to the superintendent approximately 1.5 years ago, and the information being used on this item was presented to the board last month on the proposed attendance lines. He indicated he did call, but it was late in the day; however, the board did receive this information last month. Dr. Dawkins asked for clarification because student attendance boundaries is something the staff wishes to hold a work session on prior to the board taking action. Mr. Rachal said if that special meeting can happen before the next voting board meeting, he can agree with it; however, he believes this has been ongoing for too long and he has presented and removed it approximately three or four times. He believes it is time for this to be addressed. Ms. Trammel only wanted clarification about attendance lines in a field, which she believes is totally different from what the board is looking to address relative to changing district lines.

Ms. Priest reminded the board that it needs to get back on the redistricting item which is separate and apart from the attendance lines. President Riall confirmed that he will be contacting Gary Joiner and asking him to attend another meeting.

CONFIRM THE AGENDA AND CONSENT AGENDA FOR JANUARY 17, 2012

President Riall recommended the following items for the consent agenda: 6.05, 7.01-7.02, 8.01, 8.03-8.04 and 8.06. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and consent agenda for the January 17, 2012 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, Red River United and Caddo Federation of Teachers/Support Personnel, addressed the board on the proposed bond issue and her interest in speaking with the superintendent and board president to discuss ways they could support the bond issue, because at this time, it is very difficult to support as it stands. She stated she does not know when the Superintendent's Advisory Committee is scheduled to meet, but she would love to see Mrs. Bell's policy brought to that group for discussion and input. Mrs. Lansdale also offered congratulations to the three Caddo schools that will be participating in TAP (Green Oaks, Fair Park and Woodlawn), as the result of a million dollar grant that was written, and she believes this is an opportunity that all schools need to be a part of, citing the positive aspects of this opportunity.

Mike Miers, Caddo teacher, noted Mrs. Bell's comment that teachers teach because they love it and are dedicated to it and that is his creed. Having been at Byrd High School for 31.5 years, he wanted the board to be aware that in 2012 he is actually making less money than he did a year ago. If asked how can that be, he would say taxes have increased, insurance went up and cost of living went up, but his salary did not. Mr. Miers stated that from the internal audit heard, it doesn't appear that the system is operating that efficiently, and he is questioning the board asking the public, without a lot of information, to put their trust in the board to incur more debt. He stated his agreement that we need to follow the money and determine where it goes and where it is being spent, and use it more efficiently in all schools across the parish. Mr. Miers said he believes if we reduce waste in the parish, we will have a lot more money; and even if a bond issue is necessary, you would not want to risk doing so at the expense of the 17.3 mils up for renewal at a later date. He also shared that his wife is an assistant principal in DeSoto Parish and noted how they are addressing truancy with \$50 fines.

Christy Payne addressed the board on truancy because she believes it is very evident that the board does care about the students and the District. She said of her four children, two are in

Caddo schools and she wants to be in the partnership with the School System. Ms. Payne noted that at Eden Gardens there is a cafeteria, gymnasium, auditorium combined and it is also one of the oldest buildings in the parish. She added that she appreciates the difference in the tone from six months ago and that everyone is coming together to address what needs to be done. She advised the board that they want to be involved in supporting this issue and will help get the word out about the pros for their school, and she will attend the meetings to work with the board.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:21 p.m.*

January 17, 2012

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 17, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mrs. Crawley led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 6, 2011, DECEMBER 13, 2011 AND JANUARY 3, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mr. Hooks, approval of the minutes of the December 6, 2011, December 13, 2011 and January 3, 2012 CPSB meetings as submitted. Vote on the motion carried with Board member Armstrong not present at the vote.

PRESENTATIONS AND RECOGNITIONS

Superintendent Dawkins made the following statement: "Over the last two plus years, our staff has very thoughtfully and thoroughly identified the needs of our students from a facilities' perspective. As you might recall, the Parsons' Study, with input from the community, did identify over \$400 million worth of improvements that are needed in our schools. The \$133 million proposed bond is simply a way to address some of those needs without any tax increase to citizens. I am respectfully requesting that we not consider the bond issue tonight and consider it at a future time with the board of education's approval."

On behalf of the board, Dr. Mary Nash-Robinson recognized the following students/employees. The superintendent and the board president presented each with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Character Education Week Poster and Essay Contest. The following students were recognized as grand prize winners in the recent Character Education Week Poster and Essay Contest. Bullying Prevention Grand Prize Winners are Emily Reid, 5th grade, Barret Elementary; Malik Kessee, 7th grade, Ridgewood Middle; and Emory Prothro, 12th grade, C. E. Byrd High. Character Education Grand Prize Winners are Adria Reedy, 1st grade, Arthur Circle Elementary; Isabel Penales, 6th grade, Herndon Magnet; and Courtney Prestwood, 10th grade, C. E. Byrd High. Drug Prevention Grand Prize Winners are Fremecia Giles, 5th grade, Lakeshore Elementary; Isabel Penales, 6th grade, Herndon Magnet; and Margaret Frautschi, 10th grade, C.E. Byrd High. Suicide Prevention Grand Prize Winners are LaDarius Lampkin, 5th grade, Lakeshore Elementary; Willesha McDonald, 6th grade, Alexander Learning Center; and Courtney Prestwood, 10th grade, C.E. Byrd High.

Superintendent's Christmas Card Contest. The following students will receive a \$100 savings bond as first place winners in the Superintendent's Christmas Card Contest: Adreaunna Scott, 4th grade, Vivian Elementary; Sarah Kate Adams, 6th grade, Caddo Middle Magnet; and Donna Tran, 10th grade, Caddo Magnet High.

Woodlawn Athletes. Toshiro Davis, Woodlawn Leadership Academy, was recognized for being selected to play in the 2012 U.S. Army All-American Bowl, featuring the nation's top 90 high school football players, on January 7, 2012 at the Alamodome in San Antonio, Texas. Christopher Robinson, also from Woodlawn, was selected to participate in the U.S. Army National Combine specifically designed to highlight football abilities and talents of today's rising underclassmen and tomorrow's future college and NFL stars.

A+PEL Professional Development Grant. Roslyn Davis, Counselor at Youree Drive Middle School, was recognized for being awarded a Professional Development grant valued at up to \$500 for conference attendance and training. Mr. Keith Courville, from A+PEL, was also present for the presentation.

Master Gardener Grant. Maureen Barclay, Captain Shreve High School, was recognized as the recipient of the Northwest Louisiana Master Gardeners grant in the amount of \$3,700. This grant will be used to fund the development of the Gator Explorer Butterfly Garden and Outdoor Classroom that will be used for scientific experiments, mathematical problem solving and inspiration for creative writing and poetry.

Educator Event at the White House. Mr. Marvin Rainey, Oak Park Instructional Coordinator, was recognized for recently being invited by the White House Domestic Policy Council to the White House to participate in a forum to discuss effective teaching and commending great teachers. Dr. Robinson announced that Mr. Rainey has achieved National Board Certification as well as receiving Teacher of the Year at Oak Park.

Ruby Payne Committee. Dr. Fredrick Pinkney, assistant principal at Westwood Elementary, was recognized for receiving certification to train administrators and teachers in working with students from low-socioeconomic backgrounds and improving academic performance in high-poverty schools while attending the “Understanding the Framework of Poverty” conference in Houston, Texas. He was also appointed by Dr. Ruby Payne, President/CEO of aha!Process, to serve on the company’s advisory board and work with experts planning conferences on furthering sustainable communities and addressing challenges of poverty in an effort to build high-achieving schools. Dr. Robinson announced that Dr. Pinkney was one of six appointees and the only appointee from the South. Dr. Pinkney was also a presenter at the conference as a result of increased test scores on the IOWA test at Westwood Elementary, with 2nd graders using the Ruby Payne Improvement Model. The results were the 2nd grade overall composite scores increased 34 points in one year.

State Department of Education Recognitions. Woodlawn Leadership Academy and Huntington High School were recognized for being awarded a Certificate of Accomplishment for achieving the High Priority School Honor Roll. This award recognizes the Top Ten high schools for Double Digit Growth in their Cohort Graduation Rate for the 2010-2011 school year. Woodlawn’s graduation rate grew from 49.8% to 63.8%; and Huntington’s graduation rate grew from 62.6% to 73%. Mrs. Moore from the State Department of Education was also in attendance.

As a point of personal privilege, Board member Green recognized the artwork on display in the board room courtesy of students from the Green Oaks Performing and Visual Arts High School art department. Cleve Arkansas is the art instructor at Green Oaks and Bennie Doty is the photography instructor.

VISITORS

Cleve Arkansas, executive vice president, Red River United, asked for the board’s support of the .4% sales tax increase on the agenda for the board’s consideration to give to the citizens. Mr. Arkansas stated that considering the last time Caddo employees had a pay raise, he believes the citizens will understand the need for this. He referenced the surrounding parishes allowing the voters to determine whether or not employees are given a pay raise, and encouraged the board to do the same in Caddo.

Daryl Roberson, president of the Caddo Association of Educators, addressed the board on the proposed sales tax increase for a Caddo employee pay raise. Mr. Roberson shared the definition of vision and visionary and that the Vision 2020 Strategic Plan sounds like one that is right for the students, employees, and the citizens of Shreveport, and one whose priorities are in the best interest of Caddo's students' education and safety. He reminded the board that the employees of the district have not had a pay increase in the last three years and this program ensures the future fiscal health of the district, and he doesn't know of anyone that could be against this. After work sessions and community meetings, citizens asked for more clarity and specifics of the plan; but the board approved Vision 2020 with not much more than an outline and directed staff to move forward. He said he believes it is still a "straw plan" that is yet to be worked out so that all stakeholders in Caddo can know what the ultimate impact of Vision 2020 Plan will be. He doesn't believe it has been fully thought out before phases of the plan have been implemented; and today Item 8.05 and 8.06 have been pulled and are yet another phasing in Vision 2020. Mr. Roberson said he believes in the beginning both items sounded good; however, there are still unanswered questions about these items. He added everyone can only hope that the resolutions were pulled and the board is not attempting to pull anything over on the voters in the April special election. Mr. Roberson said he questions if there is an attempt to put a spin on the bond issue that coupled with low voter turnout will help it to pass. He also questions if we have gone too far in areas such as capital outlay, centralization of students and staff to turn around in the middle of the road. He said the hard working employees in Caddo deserve a pay increase from the district that will help maintain their standing with neighboring districts without raising taxes above the district's level. He asked if this is the right time to ask the voters, has the board thought about what needs to be done to move all of Vision 2020 forward so that all Caddo stakeholders, students, parents, administration, faculties and staff are knowledgeable or is it only someone's unpractical and fantastic idea or scheme. There are too many questions.

Scott Hughes, Alliance for Education, stated it is sad to him that the conversation on education will end in a battle that seemingly pits those people for or against public education and labeled as pro teacher or anti teacher based on how they vote on specific taxes. Mr. Hughes stated that since this seems to be the rules tonight, he believes all rational arguments should be set aside that point out that Caddo schools already collect over 78 mils in property taxes, which is not only the highest in the state, but over 20 mils higher than East Baton Rouge and 30 mils higher than the State average. Mr. Hughes also reminded the board that none of the proposals being addressed today by the board address the pending renewal of over 24 mils of the current operation fund. Mr. Hughes also reminded the board that he has for the last two years attempted to point out the same thing the Finance Director has continued to bring before the board and that is a budget problem; and because his concern is in this area, he is being labeled as a non-teacher supporter. He also noted the proposal before the board tonight with the promise of increased raises for employees and trying to tell the employees the simple truth, which is that Caddo's impending fiscal problem could mean a \$25 million budget problem and a motion will be brought forward that a proposed budget should be presented in February to hopefully avoid having to hand out pink slips. He challenged the board to tell employees the truth before moving forward and address the current funding renewals. He said if the board cannot pledge tonight that there will not be any layoffs in the spring, then ask how is it fair to talk about new taxes for buildings and bonuses.

Jackie Lansdale, president of Red River United, Caddo Federation of Teachers/Support Personnel, asked the board whose side are they on, because at the last board meeting a number of board members addressed the importance of employee pay. Board members stated how unhappy employees were about the comprehensive salary plan and reminisced about the 1997 election when salaries were included as one of the six propositions presented to the voters. She reminded the board that it stated its concern in moving forward without addressing employee pay which was important to them because voters have not been asked to weigh in on salaries since 1997. Mrs. Lansdale noted that since 1997, the surrounding districts have gone to the voters for support

of their employees and now Bossier is doing it again. She said they realize that Bossier and DeSoto Parish have sales tax increments dedicated to employee salaries and benefits, as well as other districts around the state, and reminded the board that sales taxes are, in the purest form, regressive, but they are also the fairest because everyone participates and not just the property owners. Mrs. Lansdale also asked the board if it has confidence in the Caddo Parish School District and if it is worthy of asking the voters to demonstrate their support. She shared data of surrounding districts attained through the State Department of Education website and that according to last year's data we have 4,917 high school students attending an A or B high school. Bossier has 3,450 high school students attending B rated schools. DeSoto has zero students attending an A or B rated school with their highest rated high school being a C+, which voters seem to believe is o.k. She further stated that the students in Caddo have the opportunity to attend all three of the schools listed, and based on the makeup of the student populations, she doesn't believe it is a race issue. Mrs. Lansdale noted the medium incomes for citizens in each district, and how it is apparent that socioeconomics affects student achievement. She also noted other outside factors affecting student achievement, i.e. Dr. March, MOUs with the state, etc., and the fact that Caddo continues to offer a quality education for every child, and for this everyone should be celebrating. She said she understands other outside organizations/groups are working hard to destroy public schools; however, their organization stands ready to work with the board to give the voters the opportunity to support a pay increase for the employees and supporting public education; because if the education system is destroyed, so will the middle class.

Michael Myers, Caddo teacher, noted that during presentations and recognitions each month world class teachers and students are recognized by the board for their achievements and honors. He pointed out that Caddo has more students and teachers that have received honors which is an indication that everyone comes to school every day to do their best. He said the Caddo Parish School Board receives a 1.5% sales tax from the parish; Bossier receives 1.75% from Bossier Parish; and DeSoto collects 2.5% sales tax for their schools, and he brings this up because one of the speakers wants to know the truth; however, he is sorry to say that the truth has never crossed the lips of anyone at the podium and there are personal motives that will destroy Caddo Parish if the board does not do something to stop it. While the motives could be beneficial, he is a loyal Caddo employee; and he is concerned that the agenda of those that want the truth told and see it done, will place Caddo Parish in dire straits. He said that is something he would hate for the current seated board to be a part of and that is the public schools failing.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins presented the following items for the board's consideration and the following discussion ensued. President Riall announced that Item 8.10 (Take Home Cars) and 8.11 (Districtwide Policy on Who Can Check Students Out of School) are postponed until February and the following items will be the Consent Agenda: 6.01 (with exception of Director of Special Services), 6.02, 6.05, 7.01-7.02, 8.01, 8.03-8.04, 8.07, 8.13 and 13.01. *Mrs. Bell moved, seconded by Mr. Hooks, to approve the proposed agenda and consent agenda for the January 17, 2012 CPSB meeting as presented. Vote on the motion carried unanimously and the following is a summary of items approved by the board.*

Item No. 6

6.01 Personnel Recommendations. The board approved on consent (with the exception of Director of Special Services) the personnel recommendations as made by the Superintendent and submitted via BoardDocs.

6.02 Requests for Leaves. The board approved the requests for leaves (certified and classified) as recommended by the Superintendent and included in the mailout.

6.05 Out of State Travel (General Fund). The board approved the requests for out-of-state travel from the General Fund budget as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) RC Promotions, Inc., totaling \$53,232.75 for the purchase of Music Department Uniforms for Caddo Magnet High. A copy of the bid tabulation sheets is made a part of the permanent file of the January 17, 2012 CPSB meeting record.

7.02 Bids (Construction). The board approved the following bid(s) as recommended by staff and submitted on the bid tabulation sheets: (1) Excel Energy Group, Inc., with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$838,000 for Project 2012-401 “Byrd Lighting Retrofit”; (2) Henderson Construction, with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$313,082 for Project 2012-097, “Caddo Heights Bus Loop”; and (3) ELA Group, Inc., with a Base Bid, for the sum total of \$2,704,000 for Project 2012-109, “J. S. Clark Middle Conversion to Elementary”. A copy of the bid tabulation sheets is made a part of the permanent file of the January 17, 2012 CPSB meeting record.

Item No. 8

8.01 Special Education Interagency Contract and Agreement(C). The board approved the special education interagency contracts and agreements as recommended by the superintendent and submitted in the mailout.

8.03 Approval of Resolution of Assignment of Oil and Gas Lease. The board approved the resolution of the assignment of an oil and gas lease as recommended by legal counsel and submitted in the mailout.

8.04 Approval to Rename a Portion of the Youree Drive Middle School Grounds for Coach Tom Knox. The board approved the renaming of a portion of the Youree Drive Middle School grounds for Coach Tom Knox.

8.07 Sponsor of H-1B Visas. The board approved the request to sponsor H-1B visa applications/renewal/extension, as applicable, for foreign language teachers under nonimmigrant petitions.

8.13 Early Childhood Education Resolution. The board approved the resolution to petition LSBA to sponsor legislation that will provide early childhood education funding in areas of staffing, equipment and evaluation for state mandated programs as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeals. The board approved student appeals for readmission for C.A., C.E. (to remain at current school), J.G., L.H., Q.J., and C.T. as recommended by staff and submitted in the mailout. Parents are in agreement.

PERSONNEL RECOMMENDATIONS

Mrs. Crawley moved, seconded by Mrs. Bell, to approve the appointment of the Director of Special Services as recommended by the superintendent and submitted in the mailout.

Mr. Abrams explained that this is a personnel recommendation and while the recommendation cannot be discussed, the board can discuss procedures or ask questions about the vote. Mr. Hooks called for a point of order because he remembers a couple of months ago when he could not speak. Mr. Rachal, desiring to speak on this item, stated that he will not be speaking to the recommendation, and Mr. Riall recognized Mrs. Crawley as the maker of the motion. Mrs. Crawley stated that her reason for separating the motion is because she would have pulled all director positions, because at this time, she does not want the budget to be top heavy when the board begins planning next year's budget. She would like for the board to wait on promoting people until we have a budget, because if additional layoffs are necessary, you can move these employees, but you cannot take away their salary. Because it was explained to her how critical some of these director positions are, she only pulled the one recommendation.

Mr. Riall asked Mrs. Crawley to clarify her motion and Mrs. Crawley explained that it is only to vote on the Director of Special Services separately. Mrs. Bell, as the second of the motion, asked to rescind her second. Mr. Abrams explained that there is a motion and a second to approve a staff recommendation and whether or not a board member will support in favor of the motion is irrelevant, so there is either a second or there is not motion. Mrs. Bell asked for clarification of the motion; and after Mr. Abrams' explanation, Mrs. Bell seconded the motion. Mr. Hooks called for a point of understanding. Mr. Riall explained that the motion on the floor is to accept staff's recommendation, even though the maker of the motion spoke against it. Mr. Rachal pointed out that he believes an item later on the agenda will address this.

Mr. Hooks asked if the board is playing favoritism since he had the same question about promotions a couple of months ago relative to procedure and he was not allowed to talk. Mr. Riall stated that we are following policy and Mr. Hooks said that it not correct. President Riall said he was requested by a board member to separate this recommendation and Mrs. Crawley has moved, seconded by Mrs. Bell, to approve the recommendation for this one position and it is now time to vote on the motion, and Mr. Abrams stated that is correct. Mr. Hooks said in his situation the superintendent was aware of his concern, but he was still denied the opportunity to speak and he calls this discrimination, not a racial discrimination, but a social environmental discrimination.

Ms. Trammel asked if the board is ready to vote on this item and Mr. Riall said as soon as there are no more speakers and she is the last speaker.

Mr. Riall reminded the board that the motion is to accept staff's recommendation for Director of Special Services. *Vote on the motion failed with Board members Green, Pierson, Hooks, Trammel, Priest and Bell supporting the motion and Board members Riall, Crawley, Crawford, Rachal, Ramsey and Armstrong opposed.*

APPROVAL OF RECOMMENDATIONS OF THE INTERNAL AUDIT OF THE ENERGY MANAGEMENT DEPARTMENT

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the recommendations of the Internal Audit of the Energy Management Department. Mr. Ramsey explained that he asked that this item not be on consent due to questions from board members regarding costs that may be associated with one of the recommendations and the need to establish an Energy Management Policy which is not what his motion is about. While we do need to establish an Energy Management Policy, Mr. Ramsey explained that the motion does not approve the spending of funds to establish that policy, but it could be a staff recommendation and is what he is looking for; however, he believes everything else should be approved and staff move forward with the exception of any expenditure of funds. Mrs. Armstrong concurred with Mr. Ramsey's comments and that we do need to move forward with the recommendations at this time and wait on staff's recommendations to approve other portions.

Mr. Rachal asked if he understands correctly that everything is being approved, but not any expenditures that may be attached to these recommendations and that understanding was confirmed.

Vote on the motion carried with Board member Hooks opposed.

CONSIDERATION OF ADDITIONAL SALES TAX FOR THE PURPOSE OF EMPLOYEE SALARY RAISES

Mr. Rachal called for a point of order because according to policy any item brought after the work session requires a 2/3 vote of the board in order for it to be on the agenda for consideration. Mr. Riall stated that is correct and Legal Counsel agreed that the item was added to the agenda, but Board Policy BDDC keeps information added since the work session from being considered if a point of order is raised by a board member and unless the board agrees by a 2/3 vote to consider it. If a point of order is not raised, the board can move forward and consider the item. At this time, it is necessary for the board to vote on whether or not the item can be considered and it will take a yes vote of at least eight board members to do so. Mr. Riall asked if discussion is allowable before the Point of Order vote and Mr. Abrams said no. Mr. Riall recognized Mrs. Bell who asked for clarification because the information was sent to board members on last Thursday and asked if she understands correctly that she cannot discuss a possible pay raise for the employees and to talk, she must have at least eight board members approve it? Mr. Abrams further clarified that if a board member has an item on the agenda without backup during the work session, and a point of order is called, the board must vote on whether or not the item can be considered by the board. Mrs. Bell asked if she understands correctly that eight board members have to vote yes that they want to hear her motion and discussion or she cannot talk about a possible pay increase for employees? Mr. Abrams said that is correct for now, but it does not mean that the item cannot be brought back at the next meeting. Mrs. Bell said she followed the rules and she hopes that the board will vote and allow her to address this issue.

Mr. Riall asked Mr. Abrams to what degree is discussion allowed on a point of order? Mr. Abrams said none, because the rule is the rule and it is a point on whether or not procedure is being followed and the policy is clear as to what you can and cannot do.

Mr. Riall ruled that he will allow board members to speak to whether or not the board will allow this item to be considered and not about the pay increase itself. Ms. Trammel asked if Mr. Rachal could share with the board his rationale for a point of order and if it is because we did not receive material prior to or at the work session; and since the board now has the information, could this item not be placed on the February agenda? Mr. Rachal stated that his point of order is the policy states very clearly that if there is no supporting information at the work session and it is brought to the board as an added agenda item, if a point of order is called, it takes a 2/3 vote of the board to allow it to be placed on the agenda and discussed. Mr. Hooks said this reminds him of when the millage was pulled from the agenda and there was not an opportunity to discuss it or ask questions, and he read what happened in the May 17, 2011 minutes.

Miss Green asked if this is discussed tonight, does the board have to vote on it tonight, and the board president responded if the board votes to allow the item to be on the agenda, then the board will discuss the item and vote on it.

Mr. Pierson reminded the board that at the work session, he asked how far in advance of the work session should an item and backup information be provided because Item 8.12 was added at the end of the work session. He said he was told by the board attorney and Mrs. Armstrong that information should be brought to the work session before or at the beginning of the work session. He encouraged the board if there is an established procedure, it needs to be followed.

Mrs. Crawford stated that if the board approves the item to be discussed and a motion made, a substitute motion can also be made to postpone it to another time. Mr. Hooks said he doesn't have any problems if the backup information is available. President Riall stated that is what the board is attempting to determine.

Mr. Riall explained that the board will first vote on the point of order and determine whether or not this item can be considered; a yes vote will be to allow the item to be considered. *Vote on the motion failed with Board members Green, Pierson, Hooks, Trammel and Bell supporting the motion and Board members Riall, Crawley, Priest, Crawford, Rachal, Ramsey and Armstrong opposed.*

REVISIONS TO CPSB POLICY GCO

Mr. Rachal moved, seconded by Mr. Ramsey, that the CPSB approve Option #2 as presented by the Board Attorney on Policy GCO. Mr. Rachal read Option #2 and said he reports that he supports this option because if everyone is in agreement with the personnel recommendations, they can all be placed on consent; and if not, then it would not go on consent, which addresses the issues we have had in the past.

Superintendent Dawkins asked if there is a provision whereby the board can notify staff if there are any problems with any personnel appointment because staff spends a considerable amount of time attempting to put the right person in place and tonight is the first time he was aware that there might be a problem. Mr. Rachal said he is only addressing that the recommendations would come to the board as they always have, except each individual would be a separate recommendation rather than all recommendations in a group. Dr. Dawkins stated that he is only asking for something to be included that if there is a problem that there is opportunity for dialogue before it comes to the table. Mr. Rachal asked board counsel if it is possible to add wording to Option #2 that will allow for what the superintendent is requesting? Mr. Abrams said it is not because Louisiana Law allows that to happen, bring back recommendation after recommendation – the superintendent recommends and the board approves, and the board should not get in on recommendations at the front end.

Mr. Pierson reiterated his previous comments relative to the fact that the board does not observe or evaluate and it is up to the Superintendent to do this; and if he as a board member has a problem, he has the option to go to the Superintendent with his concerns. He said he has heard what the board attorney has said and the board should not be getting in on the front end of personnel recommendations, and the board should accept the Superintendent's recommendations or not. He said if there is a problem, the board should go to the Superintendent.

Mrs. Bell asked about the rationale for bringing this motion since it is the Superintendent that observes and evaluates and she doesn't understand why the board is wanting to ask the Superintendent to divide the recommendations on the agenda and address each one individually. She said she does not understand what the board is doing, because she sees that as possibly a violation of ethics when we tell the Superintendent who to hire and not hire.

Ms. Trammel asked why did we hire a superintendent? She said she feels like the board is overstepping its boundaries; and if the board is going to do the hiring and firing, there is no need for a superintendent and the district can save that money. She encouraged the board if it is going to redo policies, it needs to be done from the top to the bottom and it is necessary to determine exactly what the board is here to do beyond setting policy. She said it appears to her that this is about control and putting specific people in positions.

Mr. Hooks said he has never had a problem with who the superintendent recommends, but he has only had a problem with procedures and wants to make sure the process is fair and right.

Ms. Priest stated that one of her issues/concerns is the board needs to really understand about micromanagement and the creation of policies that will legally allow the board to micromanage. She said the board is not responsible for evaluating but one person and that is the superintendent. Board members are not in the classroom, nor do they observe and evaluate employees.

Mr. Riall clarified that Policy GCO has been in place since 2007, and the intent of that policy was if a board member had a concern or did not want a particular promotion to be on consent, they could call the superintendent or board president and they could remove a particular person/recommendation from the consent item. Mr. Abrams explained that Option #1 was added because the current policy did not include contract extensions, but only promotions; and the current policy also allows board members to contact the board president ahead of time so individuals are not pointed out in the meeting. Mr. Riall agreed it is true that board members do not have the opportunity to evaluate these individuals, and he believes the board is only approving or disapproving the superintendent's recommendations. Mr. Abrams explained that the law states that one of the school board's main duties is to make policy and also to hire and fire based on the recommendation of the superintendent. He said it doesn't mean the board has to always accept the superintendent's recommendation, and a superintendent can continue to bring back a recommendation as many times as he chooses until he has enough votes for it to be approved.

Mrs. Crawley stated that her issue is she is not always on duty 24 hours before the board meeting and may not know who is being recommended, but she wants the public to understand why she is doing what she is doing. She said this is not the first time a recommendation has been pulled, and reminded the board that during the budget planning, she asked that all Central Office employees be pulled off. Mrs. Crawley said she wants the superintendent to have the financial movement so when he presents a budget in February there isn't any money tied up until the budget is in place. She said she prefers not receiving any recommendations that we would not need to shut down the system if we didn't have a particular position filled, and she will continue to state this stand.

Dr. Dawkins reminded the board that it was proposed that these two positions be combined, and the board voted to go back to the two positions, adding a position back to the budget, and it is not clear to him what happened tonight.

Mr. Rachal stated that this policy has nothing to do with evaluating anyone at anytime by him or any member of the board; and he doesn't care if the board chooses Option 1 or 2. What he is attempting to do is alleviate what happened earlier tonight, as well as a couple of months ago, and it will allow the possibility for the board to either vote on all of them on consent or vote on a separate recommendation by itself if a board member requests to do so. Dr. Dawkins stated that he believes either option will work, but there has to be a genuine feeling of the recommendation being made and not an opinion of someone else. If there is a problem, he would want to be contacted so it can be addressed before and not during the board meeting regarding a valued employee.

Mr. Rachal said he will agree to withdraw his motion and sit down with the board attorney and superintendent to determine if there is a way to address this issue. Mr. Ramsey agreed and withdrew his second.

Mr. Hooks said whomever the superintendent puts in that place will stand if they are the right person; and if they are not, they won't stand.

Mr. Riall stated that many times this information is not available at the work session and it may not be available until shortly before the meeting; and he believes if the recommendations were available by the work session, it would allow time for the board to address any concerns. The superintendent stated that if self interest is being served, he will be glad to get the information to board members when asked.

DIRECT STAFF TO CHANGE MISSION OF ACADEMIC RECOVERY AND ADD GENERAL EDUCATION AND BEHAVIOR EDUCATION COMPONENTS SIMILAR TO ALEXANDER LEARNING CENTER

Mr. Ramsey moved, seconded by Mrs. Armstrong, to direct staff to change the mission of Academic Recovery and add General Education and Behavior Education components similar to Alexander Learning Center. Mr. Ramsey stated that there have been several questions and he believes it is necessary to put into place somewhere programs for these struggling students as well as address SPED students with behavior issues.

Mrs. Bell called for a point of order, because she has not seen any backup information on this item. She said it is being discussed and if she is going to be held to policy then everyone is going to be held to policy. Mr. Ramsey stated that the motion, and a second, is on the floor and discussion is in process. Mr. Abrams stated that the point of order should have been raised at the time the item was called; and Mrs. Bell stated that she did and Mr. Riall agreed she did but did not do so publicly. Mr. Abrams stated that in that case, there is a point of order. Mr. Ramsey said there is no backup material for direction to the staff to review and change the mission of a school, and the intent was to direct the staff to review and come up with an appropriate curriculum to address the needs of these middle school students. Backup information is the same as what is printed in the agenda item and additional information will have to be created by curriculum, special education, etc. to bring to the board for consideration.

Mr. Ramsey withdrew his motion, and Mrs. Armstrong the second, and requested that staff look at a way to change the mission of Academic Recovery and add General Education and Behavior Education components similar to Alexander Learning Center to address the needs of the middle school students that are causing behavior problems. He said this will allow the time to have the information for the next work session for discussion.

CORRECT ATTENDANCE LINES ALONG WALLACE LAKE ROAD

Mrs. Bell called for a point of order because there is no backup information. Mr. Rachal explained that at the last board meeting when he added it to the agenda he noted that all the information was presented and he was in agreement with the recommendation as presented by staff with the attendance lines. Mrs. Bell said she did not get the information and she will pull the minutes tomorrow. Mr. Abrams said Mr. Rachal did refer to the information provided by staff and he believes this complies with what is required. *Mr. Rachal moved, seconded by Mr. Hooks, to approve as presented by staff the boundary lines proposed by staff and presented to the board in a particular area along Wallace Lake Road.*

Mr. Hooks said he doesn't believe any board member knows their district better than other board members, so he supports Mr. Rachal's request.

Ms. Priest stated that her concern is she does not want the board to piece mill attendance zones when meetings are scheduled relative to the attendance zones and she would like to see the board approve comprehensive Caddo Parish attendance lines for the district.

Mr. Riall announced that a workshop on attendance lines will be held on Thursday, January 26, 2012, from 11:30 a.m. – 1:30 p.m.

Ms. Trammel asked Mr. Rachal if this is the area referred to as a field, because if so, she has some problems with her area and asked if these can be addressed at the work session? Mr. Riall stated that is what the board is voting on.

Mrs. Crawley called for the question. Vote on the motion to end debate carried with Mr. Rachal opposed. *Vote on the main motion carried with Board members Green, Trammel, Priest and Bell opposed and Board members Riall, Pierson, Crawley, Hooks, Crawford, Rachal, Ramsey and Armstrong supporting the motion.*

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced he will meet with State Superintendent John White on January 29th regarding the Governor's Education agenda and the possibility of more vouchers and charters in the state.

ANNOUNCEMENTS AND REQUESTS

Bonita Crawford announced that the LSBA Resolutions Committee met last week and approved a resolution requesting that the state cease unfunded mandates and that they fund current unfunded mandates. These resolutions will be voted on during the LSBA annual conference in March. Mrs. Crawford also reported that conversations indicate Governor Jindal and State Superintendent White will be working to do away with bus driver tenure; and if that happens, it is felt they will then go for teacher tenure. She also stated it is believed they are sitting on a list of 200 schools and a number of those are in Caddo.

Miss Green asked about the status of her request for books in the library at Newton Smith and if staff could work expeditiously to provide the much needed books.

Ms. Priest reminded the board and staff about the upcoming Legislative Session and the need to put together Caddo's educational issues to discuss with the local legislative delegation. She also suggested that we expand the list and invite the two members of the Bossier delegation as both have been appointed to the Education Committee. Ms. Priest also recognized Caddo Parish Commissioners present in the meeting today.

Mr. Riall announced that in response to the board request in December that the CPSB hold a luncheon February 7th or 21st with the Legislative Delegation to discuss education related issues and that the board president appoint a sub-committee of three board members to work with staff to review potential education bills for the 2012 Legislative Session, as well as invite the Governor's Policy Advisor on Education to meet with the staff and board prior to the session, Board members Bonita Crawford, Carl Pierson and Lillian Priest have agreed to serve in this capacity.

Mrs. Bell requested that "Consideration of Additional Sales Tax for the Purpose of Employees Salary Raises" be added to the February 21 agenda.

Mr. Hooks asked that the salary schedule for administrators in K-8 schools be reinstated to the proper salary range.

Mrs. Crawley asked staff about the status of information on the number of repeat offenders, how many are the same number and how many are new ones. She also stated that she continues to hear from teachers about the AB block and their inability to cover the information as it needs to be covered. She also asked staff to provide an update on the lack of textbooks for additional elective classes assigned to teachers.

Mr. Ramsey requested that the superintendent and staff change the mission of the Academic Recovery to add General Education and Behavior Education components. He also requested a time to meet with the superintendent to clarify direction in this request.

Mrs. Armstrong expressed her appreciation to Mr. Hooks for asking staff to address the inequity of the administrators pay at K-8 schools. She also asked that staff reevaluate the high school setting and possibly return to the 4 x 4 Block Schedule for next Fall Semester. She said she believes the 4 x 4 offers more positives than the AB Block Schedule and noted the many complaints received from teachers, parents and students.

EXECUTIVE SESSION

Superintendent's Evaluation. *Mr. Ramsey moved, seconded by Mrs. Crawley, to go into executive session for up to 10 minutes for the purpose of the Superintendent's Evaluation. 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 6:56 p.m.

Adjournment. *Mrs. Bell moved, seconded by Mrs. Armstrong, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:57 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

January 26, 2012

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:30 a.m. on Thursday, January 26, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

Superintendent Gerald Dawkins explained today's meeting is for sharing with the board possible revisions in the schools' attendance zones for students in an effort to balance the attendance in Caddo's schools.

Chief Operations Officer Jim Woolfolk stated that staff has attempted to provide an assessment and recommendation of the needed changes in the high school attendance zones. Once the baseline of the high schools is designed, Mr. Woolfolk explained that feeder patterns of the middle and elementary schools will be matched to those high school zones. He also clarified that an attendance zone is the number of students living in that area and not the students enrolled in that school. Staff has data, but the purpose of this presentation is to focus on the enrollment possibilities of that school. Mr. Woolfolk explained that four basic criteria were used when developing the proposed changes that will create a seamless transition for the 7-12 configurations to enhance academic performance, maintain all high school buildings, appropriately utilize facilities, and place attendance boundaries on major roads.

Chief Academic Officer Antionette Turner stated that these proposed attendance zone recommendations will provide the district with an opportunity to positively impact student performance in all Caddo schools. She added that seamless transition means fewer changes for students in their learning environments; and research shows that fewer transitions does improve student achievement because students are not moving from school to school, they are more familiar with the school plant and classroom rules and expectations, students are able to make connections and build relationships with teachers, administrators and peers; and teachers will know more about how their students learn. Mrs. Turner said that the positive track record with the current K-8 schools reflects the importance of more stability and collaboration with students and parents, and the stability and collaboration with students and parents in Caddo's 7-12 schools will also reduce the dropout rate and increase student performance.

Relative to maintaining all the high school buildings, Mr. Woolfolk stated that the direction was to do so and also correct utilization issues in those schools. He explained that no schools (high schools) were off lined and attendance zones were incorporated into the high schools to support seamless transitions as explained by Mrs. Turner. Appropriate utilization of facilities is best practiced at the national rate of 85% and Caddo's staff recommends working with an 80-90% utilization rate; however, to do so, changes are needed to insure enough students are in each attendance zone to draw from. Because of population shifts, historically some attendance zones were not appropriately sized in order to maintain an 80% utilization; and allowing the 7th and 8th grades to be added to the high schools helped increase utilization. He also stated that attendance zones should be addressed once every three years since there is enough movement in the city and parish that can affect schools being able to maintain this 80% utilization factor. Mr. Woolfolk also explained that the current attendance maps do not clearly define boundaries accurately enough to defend if challenged by parents or citizens, and boundary lines were moved to the nearest road to allow boundary maps with a supporting text document.

Steve White, director of capital projects/construction, shared with the board the overall goal of the parish for modification of attendance zones, highlighting current and proposed attendance

zones for each high school and where each may gain or lose students in the effort to create the seamless transition for students as well as increase the numbers at each of the high schools allowing for better plant utilization, cleaned up boundaries and easily definable boundaries along major roads wherever possible. Copies of the maps were posted on the boardroom walls and provided to the board members. A set of these maps is also filed in the official record of the information for the January 26, 2012 board work session.

Mr. Woolfolk added it is recommended to grandfather the current students in and not ask a student already at one school to change schools, but allow that student to complete high school at the school he/she is in with new students coming in following the new attendance zone. Dr. Dawkins reminded the board that these are attendance zones and staff has made adjustments to increase or decrease these attendance zones (and not enrollments).

Following staff's presentation, discussion ensued with board members having an opportunity to ask questions about the proposed changes in attendance boundaries.

Mr. Hooks asked staff to explain how it determined the number of students living in each household, and staff explained that they worked with transportation and the Edulog software which includes every student in Caddo schools and the household where they live. Mr. White added that it does not take into consideration any student in Caddo that is attending a school outside the Caddo District (private schools). Mr. Hooks stated that information is incorrect, because he was told in the summer that Milton would be his drawing line and those living North of Milton would go to BTW and those on the Southside would attend Fair Park. He further stated that staff is now saying Penick and Jackson; and he doesn't know if it is the school (Fair Park) or him being picked on, but ever since he has been on the board he has had to fight for Fair Park while staff has been fighting to close it. He said Fair Park needs teachers and classrooms, and it has become personal to him when what is being done affects the students. To him, this is social environmental discrimination. In checking these homes, he noted that letters went to parents this past summer notifying them that their children would attend Booker T. Washington and he is tired of being lied on and lied to. Mr. Hooks said he had a list of approximately 100 students and went to each home and some of the homes had no one living in them. He also stated that he met with Dr. Dawkins about the list and was told that the list was not to be out, and he would look at it; but he does not believe he did because people were still calling at the start of school about the letters. Dr. Dawkins responded that under this plan, Fair Park gains students and all the high schools will grow, and staff gets these numbers through census information and determines the numbers to the best of its ability. Mr. Hooks said he is being realistic and he knows his district, and the people that are trying to be taken from him, he needs and he will not give up anything. Referencing thoroughfares, Mr. Hooks noted that those living on the North side of Lakeshore Drive can go to Booker T. Washington and those living on the South side of Lakeshore Drive can attend Fair Park. Mr. White said staff did look at this; however the lines were drawn so as not to put any undue burden on Fair Park by being overutilized. At the present time, he said Fair Park is at 95% utilization with the enrollment at 1,071, which exceeds the 85% proposed; so if the attendance boundary is moved further North, the number of students picked up would move Fair Park above its capacity and create the need to look at additional structures. Mr. Hooks said his teachers at Fair Park do not mind teaching in a shack as long as they have students to teach. Mr. White again stated that staff's intention when looking at the attendance population and the students was to modify and provide more students within the attendance boundary the opportunity to attend their neighborhood school. Dr. Dawkins also reminded everyone that Fair Park does not lose any students under this proposal and the pool to draw students is larger. Mr. Hooks said he doesn't see that, and asked about the gain of 590 7th through 12th graders and the loss of 82 9th through 12th graders, because he believes today's information is different. Mr. White responded that the numbers do change somewhat on a daily basis because the Edulog software is updated daily as students move throughout the district. He also stated that it took staff weeks and months to look at the information and various scenarios,

so he doesn't believe the board can get a static picture and complete this review in one afternoon; but staff believes the information provided is as accurate as it can be at this point. Mr. Hooks asked if, when he first came on the board in 2010, Fair Park was scheduled to be closed? He said at one time there was a magnet coordinator for the Medical Careers Program and that person left and was never replaced. He said he believes the reason for not getting another person is because an attempt is being made to close Fair Park. Dr. Dawkins again stated that Fair Park will gain students in the scenario presented as the board voted to not close any high school. Mr. Hooks stated that because the community spoke out, the board voted to keep Fair Park open, and he believes if they had not spoken out, Fair Park would have been closed along with West Shreveport and Central. The community is not willing to give up these streets and he asked the superintendent if he is aware of where McCutcheon Street is located and the superintendent said he is and that it is in that school's attendance zone. Mr. Hooks continued to ask the superintendent if he was aware where specific streets were located and the superintendent responded that he did not understand the question being asked. Mr. Hooks responded that he doesn't understand how staff can propose taking streets from him without knowing where they are located. Mr. Hooks also asked about the streets from Queensborough that are now routed to Booker T. Washington? Dr. Dawkins said he does not have a street map in front of him, but under the scenario presented, even though losing some students, Fair Park is gaining additional students. Mr. Hooks stated that he cannot see it and he will not fall for it.

Mr. Riall explained that the board will debate the item at the February board meeting; but the meeting today is for the purpose of staff presenting information. Mr. Hooks said he is attempting to get some facts. Mr. Riall reminded Mr. Hooks that there is only one hour and 10 minutes remaining in this scheduled work session and there are numerous other board members wishing to ask questions. Mr. Hooks said he got out of his sick bed to come to this meeting and he doesn't care if the board stays until 8:00 because he wants answers before he leaves.

Mr. Hooks asked about the intent to enhance academic performance and how can we do this when we continue to put AU students with AU students. Mr. Woolfolk stated that academics addressed this and reiterated the basic theory that if students are brought to that principal in the 7th grade and they have that many years to know the students, the parents, the tendencies will all be a better learning environment for all the students and provide consistency of learning, and at the same time hold principals accountable as to how they track the students over that period of time. Mr. Hooks asked if he understands correctly that the drop out rate for Fair Park is far better than it has been for a long time; and he asked if these students are moved, take the streets from him, the drop out rate will increase since they nor their parents want to go to Booker T. Washington? He said he lives in Booker T.'s attendance zone and knows what he is talking about; and the superintendent has only been here three years. He added he would not have sent his students to Booker T. Washington High School if not for Touissant Battley, and he doesn't believe students will attend BTW. Mr. Woolfolk explained that when saying attendance zones, staff is saying "possibilities", and the principal should go into these areas and talk to the parents about coming to their school. Mr. Hooks noted that he has ridden these streets with Mr. White and asked about the commercial businesses located from I-49 west along Kings Hwy (LSU, Shriner's Hospital, Feist Weiller, drug store, etc.). Mr. White explained that is the existing attendance zone for Byrd High School. Mr. Hooks said he understands and again asked if in talking about attendance are we talking about students attending the school? Mr. White said that is correct and Mr. Hooks asked where will he get students from the area that is commercial businesses?

Mr. Riall again stated that it is necessary to surrender the floor from Mr. Hooks and move on to the next board member, and Mr. Hooks stated that the board president did not state a time limit and he believes the board president is out of order. Mr. Riall stated as president, he is running the meeting and as president that is his privilege. Mr. Hooks stated board members should have been given a time limit for speaking.

Mr. Abrams explained that the meeting was scheduled for two hours and if you divide that time by 12 board members, that is approximately 10 minutes for each board member, and Mr. Hooks has passed that time. He also stated that Mr. Riall as board president and being in charge of the meeting makes the determination on how much time; and if he wants to make a ruling, he can do so. Mr. Hooks asked that it be put to a vote and Mr. Abrams reminded him that the board cannot vote in this meeting. Mr. Hooks said if he can't make a motion, he can talk and no one can keep him from talking because it is his freedom of speech. Mr. Abrams added that the board president is operating the meeting and every other board member present works with the discretion of the board president. Mr. Hooks said he has two more questions to ask, and then the others will get their opportunity to speak. Mr. Abrams explained that the board president makes that determination and if the board president states it is time to move forward, then he has the ability to do so. Mr. Hooks said he is not accepting this and he doesn't care how others want to take it.

Mr. Ramsey asked about the loss of the 123 students for Southwood and that he has been clear in discussions with the superintendent and Mr. White regarding the Inner Loop being the northern boundary; and since he does not see this adjustment, asked that staff consider this revision. Also in the loss of the 123 students, he believes the subdivision plat and streets are clear and he would like to see these back at Southwood since he does not believe Southwood can stand losing 100 students. Mr. Ramsey stated his understanding about grandfathering in students and changing the attendance lines; however, he believes it is imperative that the attendance problems are corrected and that the many out-of-district transfers addressed before anything else is done, because there are too many out of district students.

Mrs. Crawford asked that staff look at leaving the lines for Byrd and Captain Shreve and not changing it as this is a battle we do not need to fight. She also stated her agreement with Mr. Ramsey and if these students are rezoned, BTW is the only school that remains in Choice, and she does not see taking from one school to give to another. Mrs. Crawford stated that she believes we are allowing students to leave schools, and in fixing the line, she thinks we are only adding another problem, and asked what will be done to the program to entice these students to stay at BTW. She said there are other issues that need to be addressed at the same time. Mrs. Crawford stated that she would like to know how many students from other attendance zones attend BTW.

Mrs. Crawley agreed with Mrs. Crawford since she knows the persons in her district that live on that street. She asked how will everyone be notified, because she is looking forward to a school year that begins without any turmoil. In grandfathering in students, Mrs. Crawley stated that she had someone live in her district and all three students in the household were told they would be attending three different schools, and she believes splitting up families is an issue, asking if the students in the area highlighted are in J. S. Clark or Broadmoor, and she encouraged staff to provide a complete package with all the schools being affected. Mrs. Crawley said she would also like to get some parent feedback and she doesn't necessarily want to see this next school year; and she also agrees that issues in attendance need to be addressed. Mrs. Crawley asked for clarification and if BTW will continue to offer Choice next school year and staff responded that we will not know until test scores are released.

Ms. Priest stated that other than Mr. Rachal, she is one that does not have a high school located in her district; however, the proposed attendance zones, as well as the existing zones, will provide students from her district to six high schools. She said she is happy to see the growth in the populations for the neighborhood schools which is one of the major discussions during the reconfigurations, because of the schools' capacities. With the ideal capacity for a school being 85% in order to justify keeping them open, she believes this proposal allows for the inner city schools' enrollment to increase by over 3,237 students. Ms. Priest also stated that the board recently received the student assignment processes and policies handbook and it is important that

the policies in this book relative to the various types of transfers are adhered to in order to insure that students are not leaving and/or transferring out of schools they are supposed to attend. Regarding Choice, Ms. Priest said it is her hope that students cannot Choice out of their neighborhood schools in the coming school year. She also stated her agreement in looking at the major thoroughfares as boundaries. Mr. White shared information on the utilization of the new 7-12 configurations and how these schools were underutilized prior to this change.

Ms. Trammel stated that she believes, without citizen and parent feedback, there will be many problems when enrolling students in school. She asked if she understands correctly that with Woodlawn being under School Improvement, do we not have the Choice to keep those students at Woodlawn. Knowing that all parents attempt to provide the best possible education for their children, and that Caddo attempts to provide the best possible education in every Caddo school, Ms. Trammel said while that is the District's intention, sometimes we may fall short of that goal. She asked about the attendance boundary for Woodlawn and asked staff to look at the proposed 109 students Woodlawn will lose to Fair Park and determine if that is where the parents want the students to go, since there could possibly be some problems with some of these movements of students. Ms. Trammel said she believes it is important to get information to the parents and conduct open meetings for them.

Mr. Pierson stated his concern over how negative everyone can be about change when parents are looking to the board for leadership. He said his comments are not so much about the proposed plan as they will be about the board's focus and what it should be doing to be positive and forthright. He said he would never say what he might think about another school in Caddo Parish because the board's job is to provide every child in school with the best, most comprehensive education possible. Mr. Pierson said he believes this proposal gives the board the opportunity to do just that and pointed out that every child cannot attend Byrd or Captain Shreve, and he believes there are probably those people that have never been to Booker T. Washington nor visited a classroom and they are portraying a negative impression that the children do not get a quality education. He added if a student is not doing well at a school and they transfer to Byrd or Shreve, there are no statistics indicating that they improve by making the transfer, but everyone assumes they are doing better. He stated that teachers all over the parish are teaching to the very best of their ability and the board needs to be positive despite the difficulty of change. Mr. Pierson noted the opportunity this plan has to track students who may have chronic absenteeism, health issues, or other issues and make a difference in students' lives.

Miss Green stated her agreement with her colleagues, but asked staff to look at moving her boundary line East rather than North. She said she believes the students in that area will be attending Donnie Bickham and Northwood anyway and would like staff to look closer at this. Mr. White further explained that the lines were drawn in a way so that boundaries were not in the middle of a field in the event neighborhoods were added, so there was some sort of street designated as the boundary and providing a definitive line.

Mrs. Bell stated that she has no problem giving the 123 students back to Southwood High School because in the original plan approximately 60 of these 123 students went to Southwood and the remainder went to Byrd, Captain Shreve, Magnet High, Huntington and Hamilton Terrace. Mrs. Bell said lines can be drawn over the next 24 years and parents are still going to use excuses for their children to attend schools other than their neighborhood school. She stated students are attending schools outside their neighborhood for false reasons, and it will never be possible to get the enrollments up in these schools. She stressed the importance of starting with the policies being implemented in the Attendance Department because issues grew when magnet components were added at all the schools. While she agrees with Mr. Pierson, she believes there are board members that have not visited BTW or even the Law Program at Huntington High School, but are busy putting out the perception that certain schools are the best schools. She encouraged all the high schools to hold open houses and encourage parents to visit and observe what each of

Caddo's high schools has to offer students. Mrs. Bell stated she believes the proposal is a good proposal and asked the staff and board to put the history together and sit down and discuss the attendance issues that need resolved and encourage those who are making the rules and laws to take time to walk in the teachers' footsteps for a day and observe Caddo's good teachers and the great job they do with the limited funds available.

Mr. Rachal thanked staff for the good report and asked staff for a copy of the information presented in the powerpoint. He also requested that staff provide him with the number of students for each school going in or out for Choice, M to M transfers, or Magnets. Mr. Woolfolk responded that staff has the numbers through last year's data. Mr. Rachal also stated his agreement with Board member Pierson's comments relative to the changes in demographics that we have no control over, and it is now necessary to address this issue. He also agreed that this must happen and how the board addresses it and presents it to the public determines how it will be received by the public. Mr. Rachal also requested information on the feeder schools for each of the high schools, if each of the high schools qualify for Choice, M to M, etc.; and for every box showing the number of students gained or loss to include where the students were gained or lost from. He also stated that making these needed changes will provide for a better utilization of Caddo's facilities, which in turn is using tax payers' dollars wisely.

Mrs. Armstrong asked that staff look at the area of Williams Road/Russ Lane in the Keithville area and consider students in this area attending Southwood rather than Huntington. She said she believes these students are actually in closer proximity to Southwood versus the longer travel pattern they must daily travel to get to Huntington. Mr. White explained that staff in looking at the proposed lines attempted to look at a describable road and impact the community as least as possible. Mrs. Armstrong stated her understanding; however, she only is asking that these things be considered as we are looking at making changes and possibly make students travel time less.

Superintendent Dawkins thanked the board for its feedback and staff will take it and the questions and look further at the proposed revisions to school attendance lines.

President Riall expressed appreciation to the staff for their efforts in the presentation and the work session adjourned at approximately 1:30 p.m.

February 7, 2012

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, February 7, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Hooks led the invocation and Pledge of Allegiance.

PRESENTATIONS

Presentation. President Riall and Board member Armstrong, on behalf of the CPSB, presented Board member Lillian Priest with a bouquet of roses and a plaque in appreciation for her leadership and service as president of the Caddo Parish School Board for 2010 and 2011.

Redistricting Plan. Dr. Gary Joiner stated that all board members have seen the plans brought forth with Board member consultations and reminded the board that many of the districts will not change, they all have strengths and weaknesses and the Board should be in a position to vote at its next meeting and move forward with presenting it to the Department of Justice and the Courts. From this point, he explained the Board will vote on a plan, place the plan before the public to allow for input, make any additional changes needed to be made and approved by the Board, submit to the Department of Justice and wait for the Department of Justice (60 days) to examine and get any clarification if needed. Dr. Joiner also added that the final plan cannot be completed until the board votes on a plan; however, in the mean time, he has begun to gather necessary demographics from staff. Following board approval, the plan will be submitted to the Department of Justice (after public input); and then Justice has 60 days to examine, and based on past records, Justice is not taking the full 60 days to complete their review. At this point, Dr. Joiner said if they do not have questions, they will submit a letter of pre-clearance and new district lines will take effect at the next election.

Ms. Priest asked Dr. Joiner if any changes have been made to the original plans submitted to the board as a result of individual meetings with board members? Ms. Priest suggested that the proposed maps be placed on Caddo's web site as soon as possible so board members and the public can begin reviewing them. Dr. Joiner added that the board will have the variations in a PDF format and Technology can place it on the web site. Ms. Priest inquired of Dr. Joiner if the final plan was "Plan 10 or 12", and Dr. Joiner said he believes it is Plan 12 with variance. He also explained that there will be a map of the entire parish and there will be an inset map showing how each district is affected. He also shared that most board members' attendance lines did not change from what was presented approximately one month ago.

Mrs. Armstrong expressed her appreciation for Dr. Joiner's depth of work in meeting with each CPSB member.

Mr. Rachal asked for a map showing the current plan (Dr. Joiner said that is Plan 1), additional plans that have or will be submitted, precinct numbers as they currently are and what the proposed new precincts will be (Plan 1 and the final Plan). Dr. Joiner explained that the intermediate numbers two through the last plan are "what ifs"; and when there is something the board members are all in agreement with, it will be important to have one map; and since there are multiple plans on the table, he asked if Mr. Rachal wants the composite for each list. Mr. Rachal clarified that he would like it for himself, and it is up to the board if they want the information. He also said he doesn't know if all the plans are needed and only desires to have the beginning and the final plan approved by the board.

ESTABLISH THE AGENDA FOR THE FEBRUARY 21, 2012 CPSB MEETING

Superintendent Dawkins highlighted items for the board's consideration at the February 21, 2012 CPSB Meeting and the following discussion ensued. Dr. Dawkins asked that *7.02 Sale of CPSB Properties* be removed from this agenda in order to review some appraisal numbers.

Piggyback on Playground Equipment Bid. Mr. Rachal asked for further clarification on this item and Tim Graham explained that it's a request from the City of Walker to piggyback on a bid that Caddo already has in place – Caddo is not purchasing any playground equipment at this time. Mr. Rachal asked staff for clarification on how and what happens in a request like this. Mr. Graham explained that it is because of the volume of what Caddo does, they desire to purchase off Caddo's bid for playground equipment and state law allows this. Mr. Rachal asked if he understands that a city in South Louisiana could not find anyone to work with on a bid for this equipment and they contacted us. Mr. Graham further explained that it is possible that the company they were working with told them about Caddo's bid that they could piggyback on. Mr. Rachal asked if, other than a friendly long-distance neighbor, we get anything in return. Mr. Graham said no, but this is standard. Mr. Rachal said if they don't get the message, he believes the board at least deserves a thank-you letter. Mr. Graham further clarified that Caddo gets several piggyback requests throughout the year from across the state, depending on the vendor a district might be working with. Ms. Priest added that this has been done on numerous occasions and piggybacking on textbook orders is one opportunity that is bid in volume and several districts want to take advantage of this opportunity.

Approval to Seek Legislative Authority for Up to ½% Sales Tax Increase with Voter Approval. Mrs. Bell explained that she brings this item at this time because nothing has changed since 1997 when the board was faced with the same issue as today relative to upgrading school facilities and implementing employee pay raises. She referenced an article in the newspaper during that time on the importance of well paid teachers and good facilities in education. Mrs. Bell stated that in 2012 we are at the same place and no one has made a concerted effort to find a solution and that is why she is bringing the proposal for a sales tax increase earmarked for pay raises and benefits for Caddo's dedicated employees. Mrs. Bell also referenced an article in the paper on Monday written by the BESE representative from District 3. She explained that she is asking for less than a penny and it will be paid by every citizen on any purchases made. She added that Bossier's tax rate is already at 9% on every dollar and Caddo's is at 8.6% with 1.5 going to education and reminded everyone that when they shop in Bossier, they are already paying 9% for Bossier and she believes if it is good enough for Bossier students, it is good for Caddo's students. Mrs. Bell further explained that this ½% sales tax increase will generate \$20 million annually and will help Caddo attract quality teachers as well as keep the ones we have.

Mr. Abrams explained that when Mrs. Bell introduced the idea of a sales tax increase last month, it was not possible to move forward with how everything was designed at that time; because the maximum for any school board is 9% in any part of the parish, excluding any law enforcement district taxes of 3.5. He said without special legislation, all areas did not have the capacity to increase sales tax and explained proposed tax increases on the April 21st ballot by several entities. Mr. Abrams further explained that at this time and based on the circumstances, the board could not do a raise in the proposed method and if the board wants to use the funds for employee pay raises, it is possible the entire district will not be paying for a teacher pay raise, which could be a problem. He said in order to get some capacity, it is necessary to go to the Legislature and request a motion that would give the district special legislation to have the ability to propose the ½ cent when it decides to do so. Mr. Abrams said if the board votes in support of the item, the board is asking the Legislature to go forth with a potential ½% sales tax increase with voter approval.

Mrs. Bell noted that since the Town of Ida has already exceeded the maximum sales tax that can be levied, they would have to be excluded from any increase being sought. Also, with North Caddo seeking approval of a 1-cent sales tax increase; if approved, it will put them over the maximum and North Caddo would also be excluded. He added this will include Oil City, Vivian and possibly Mooringsport; and he believes it will spur legal action, because someone will say Ida (for example) is not paying their portion. She encouraged the board to consider approaching our Legislative delegation and doing something rather than nothing, because once it comes back from the Legislature, it will be the public that decides.

Mr. Hooks stated that he looked up the definition for tax and it means to lay a heavy burden on, a strain placed on citizens by the rulers; and he doesn't have any problem giving teachers raises, and has been trying to get them a raise, but not off the expense of their backs. He stated that he has family members that work for the system and he cannot support this, and encouraged board members to think about those that have retired and have not received a Cost of Living increase. Mr. Hooks referenced the headlines in The Times regarding GM closing and how those losing their jobs, as well as the ones Caddo laid off, will be affected. Mr. Hooks also referenced the Governor's proposed education plan and how he believes we are in trouble with this proposal. Even though he applauded Mrs. Bell for her efforts to give the employees a raise, he doesn't believe it is a good time based on the economy being down. He added he does believe the system has enough money to give the employees a raise, and referenced the meeting where Mrs. Bell asked the superintendent to clarify that the board will not be asking the public for a bond issue for a while and the superintendent said there are issues that need addressing prior to going to the public, i.e define an accurate number for meeting the needs of the district. Mrs. Bell also stated her agreement with Mrs. Armstrong's comment that sometimes there are things that can be changed without going to the public with a bond issue. Mr. Hooks also stated that he asked Mr. Lee in a meeting last May, 2011 about the millages and Mr. Rachal's agreement with the recommendation and will not vote for a roll forward. Mr. Hooks also asked the superintendent if the district will be experiencing another layoff, especially teachers? Dr. Dawkins stated that it is not expected and the initial budget will be presented to the board on February 22nd. Mr. Hooks asked if the board was not supposed to have a budget at today's meeting? Mrs. Bell called for a point of order because the discussion is on the sales tax, not a bond or a budget, and asked the board president to keep the discussion regarding the item. Mr. Riall stated that this is a work session for questions about agenda items and at the voting board meeting, there will be an opportunity to debate the issues; and he encouraged board members to confine their comments to questions about the specific agenda item. Mr. Hooks asked about the comment on May 12th that it included a pay raise for everyone, and asked if this proposed pay increase is for everyone? Mrs. Bell said it is, and Mr. Hooks said he believes the board will look crazy and as though it is trying to fatten the pockets of those at Central Office, and he doesn't believe it is fair to ask the public to do this. He also noted that he has pleaded with everyone; and since being on the board, he has asked the superintendent about raises for the employees.

Change in Mission of Academic Recovery to Add General Education and Behavior

Education Components Similar to Alexander Learning Center. Mr. Ramsey stated that he has met with the superintendent regarding this item and asked that it be placed under the Superintendent's Report.

Proposed Revisions to School Attendance Zones. Dr. Dawkins announced that updated maps showing revised proposed attendance zones have been provided to the board members. Mr. Hooks announced that he asked for this item to be pulled and the superintendent explained that it is the president's prerogative to pull the item. Mr. Hooks noted minutes from the May 17, 2011 meeting during which Mr. Rachal inquired of the superintendent if anyone calls and requests an item be pulled/postponed, is that request granted? He said that the response was if a board member asks to pull an item, yes, and it has been done in the past. It was also noted that this

item did not have a name beside it, and he requested that the item be removed and discussion not take place on this item. Mr. Riall asked board counsel to clarify this situation. Mr. Abrams explained that the superintendent has placed an item on the agenda for the work session; however, it is up to the executive committee to allow or not. Mr. Hooks said the item (discussion) he is referencing is the May 17, 2011 meeting and Mr. Abrams noted that would have been the regular monthly meeting in May. At this time, Mr. Abrams further explained that the superintendent has placed this item on the agenda, and he can take it off or another member of the executive committee can take it off. After the work session is complete, if a board member desires to remove it, any board member can request that it be removed from the agenda and a decision will need to be made relative to when it will come back. Mr. Hooks said it appears to him that there are different rules for different players. Mr. Abrams again stated that this occurred at a regular meeting. Mr. Hooks asked if the next meeting February 21st is actually a board meeting and if he can pull it at that time? Mr. Abrams explained he can request that it be pulled, but once it is on the agenda, it is at the president's discretion and if the superintendent wishes to pull it. Today, a board member can ask that an item be removed from the agenda, but reminded Mr. Hooks that he is not on the executive committee, and it is the executive committee that sets the agenda. Mr. Hooks asked other board members if they recall this action being questioned and encouraged others to refer back to the minutes and the action regarding rolling the millage forward. He further stated that it was this action that made him feel like his right to vote on that item was taken from him. Mr. Hooks said it is appearing to him that only certain people can pull items and Mr. Riall asked was that action at a voting meeting and not a work session? Mr. Abrams again reminded the board that once an item is placed on the agenda, it is the board's and not an individual board member's item; and if a board member has in the past called and removed an item and got away with it, it is something that should not have been done. Mr. Hooks stated that he believes games are being played when some people can pull something, but others cannot and he does not believe this to be fair. Mr. Hooks further read dialogue from minutes in May 2011 about an item being postponed and a board member not aware until showing up at the meeting leaving the board with no choice.

President Riall stated that since this is the superintendent's agenda item, he can pull it if he wishes to do so, the same as Mr. Ramsey pulled an item earlier. Mr. Hooks asked who works for who, does the superintendent work for the board or does the board work for the superintendent? Mr. Riall responded that the superintendent works for the board, but it is his agenda item. Mr. Hooks stated that it seems that the superintendent is over-riding the authority of a board member. Mr. Riall reminded Mr. Hooks that a board member has no authority, but only the board collectively has authority. Mr. Hooks said he has an authority to his district, and it seems that only certain people can do this, and when others try it, they can't. Mr. Riall said the item is on the agenda and he is leaving it on. Mr. Hooks said we are already in the situation we are in because of the superintendent; and it bothers him that he can't do this and others can. Mr. Riall stated that this is an executive committee meeting and basically the only ones here are himself, Mrs. Bell and Mr. Ramsey. Mr. Hooks asked Mr. Riall why are the other members of the board present? Mr. Riall responded that it is a work session so board members can ask questions on the agenda items; and in going through the agenda, the board is not even discussing that particular item yet.

Ms. Priest called for a point of order, as did Mrs. Bell, and the board president was asked if the board could move forward on the order of the agenda. Mr. Riall reminded everyone that this is a work session and the comments should be questions on agenda items and at the regular board meeting, agenda items can be debated. Mr. Hooks referenced the meeting on May 12th where Mr. Lee explained that teachers and teacher aides were included and asked Mrs. Bell if her motion includes everyone? Mrs. Bell confirmed it includes all 6,000 employees, classified and certified. Mr. Hooks said he believes the board will look crazy going to the taxpayers to fatten the pockets of people that work at Central Office, because their pockets are already fat enough; and he doesn't think it is fair to go to the public and ask for this. Mr. Hooks also referenced Mrs.

Bell's comment that no one did anything and he has pled and pled and referenced his pleas in the minutes. Mr. Riall again asked Mr. Hooks if he had any questions regarding this agenda item and Mr. Hooks stated his concern that the comment was made that no one has done anything and he has been attempting this since he began serving on the board.

Mr. Pierson stated his belief that both arguments are premature because the issue before the board today is whether or not we will approach the Legislature to give us an opportunity to reach a sales tax limit and the board must convince the Legislators to carry that forward. He stated that for those streamlining the meeting and for those in the audience, if this limit increase is what everyone wants, then individuals should approach their district Legislators and make them aware, if the majority of the board supports it, of the desire to increase our sales tax limit. When the tax limit is increased, then there will be an opportunity to decide whether or not the increase will be used to seek an increase in the sales tax by the citizens for an employee pay raise. He added it is at that time that most of the arguments being heard would come forth.

Mrs. Crawley stated her agreement with Mr. Pierson, but the question is the board is being asked to vote on this before receiving a budget and referenced the minutes of the August 16th CPSB meeting where it states the board will have the budget by the February executive session. She said she is disappointed and now the board is being asked to tell the Legislators that even though the budget is not together, we would like for them to go forth just in case we want to do this. She said she believes if the budget is presented and the public can see that everything possible has been done to trim the fat from the budget and the plan reflects the need to go forward with this and that we do not just want more money. At this point, Mrs. Crawley stated she does lean more toward a sales tax but she would be embarrassed to vote for this without a budget and would appreciate it if the vote on this item could be moved up before the meeting with the Legislators.

Mrs. Bell agreed with Mr. Pierson; however, she only stated what she did up front because the board wants to know everything. She also agrees that the people need to talk to their Legislators and get their support; however, she is the one that came up with this idea and did not ask the superintendent to provide a budget. Mrs. Bell shared her concern each time she looks at the employees that nothing has been done to give them an increase; and the idea of a sales tax indicates she is determined to do it. If the board wants to wait for the budget, she does not have a problem with that; however, this is how things are always put off and never addressed, and she will not argue with board members about something that needs to be done. Mrs. Bell asked the board members to consider presenting this proposal to the Legislators by voting for it or against it at the next meeting.

Mr. Hooks shared with the board that Mr. Lee explained that in 2008-09 the expenditures were \$13 million and in 2009-2010, it was approximately \$9 million even though no teacher received a raise. In his efforts to get the employees a raise, Mr. Hooks stated that he was told we did not have the money, so he believes we are in a Catch 22, and at this point he cannot support this.

Mr. Ramsey asked Mrs. Bell if she has had any discussion with the Legislative Delegation related to this? Mrs. Bell responded that she has talked with a Legislator and that person agreed that something needs to be done for the employees; and that despite the fact that it looks shaky in Baton Rouge, it does look like something that is possible. If the board approves, she believes this is something that the board can share with them at the Legislative Luncheon.

Ms. Trammel asked Mr. Abrams if there is a deadline for this and Mr. Abrams stated while he is not sure of the date of the deadline, he knows it must be introduced the first day of the session and thus it needs to be on the February agenda so a decision can be made prior to the start of the session. Ms. Trammel asked if the board will be able to meet all the requirements and Mr. Abrams stated that advertisement has occurred since it had to run for two days, so it is only a matter of having a Legislator on board to move it forward. Ms. Priest stated that each Legislator

has the opportunity to pre-file five bills and if the board feels that this is something that is important and it wants to move forward, it will be necessary to get with a Legislator in ample time and before they have filed their limit. Mr. Riall added that at this time only a few bills have been pre-filed.

Mr. Pierson added that the luncheon with the Legislators is on the 21st and prior to the board meeting that afternoon and asked if it is possible to ask one of the Legislators to carry this forward on behalf of the Caddo Parish School Board without the board taking a vote. Mr. Abrams explained that the board could call a special called meeting and that he did talk with the superintendent about the potential for public hearings and the board will need to decide without a poll of the board. Mr. Pierson stated that at this time there does not seem to be a complete consensus on this; and since there are those issues that the board already has before it for consideration, he said maybe it is better to get approval from the board before asking Legislators to pre-file a bill for this. Mr. Riall asked if he understands correctly that this item could be extracted from this agenda and placed on the agenda of a special called meeting? Mr. Abrams confirmed that is correct and that the board can ask the superintendent to call a special meeting for this one item or if the board wants to add a public hearing to discuss attendance lines or redistricting, the board could do so with at least 24 hours notice and allow a time on the agenda for visitors.

Mr. Rachal said this is a school board and not state legislators; and the school board does not have the authority to raise anyone's sales taxes above the limits. No individual board member can talk to any Legislator; and if a Legislator believes it is the right thing to do, they can write the legislation, because the school board does not write legislation. Mr. Rachal commended Mrs. Bell for coming to the board asking for the board to speak as one voice and if the Legislator wants to do it, it does not make any difference what the school board says. He did agree with Mr. Pierson in that it is something that they need to feel comfortable as a whole in moving forward with this. At this time, he doesn't believe there is one voice for moving forward with this. Mr. Pierson added that not to be argumentative, but when he served as a Caddo Parish Commissioner, the local Legislators looked to them to decide whether or not something is priority; and if it is priority to the school board, it is something that the Legislative Delegation will be willing to carry forward. Mr. Pierson said if they move forward and it does get on the House Floor and goes before appropriate committees, he assumes that local representatives will be present at these committee meetings to testify in support of this item. He said this is why he made the appeal to the audience and others that if it is something that is important, they need to talk to their local Legislator; and if the local Legislator(s) move forward and it is successful, it is something that the school board then has the option to submit to the voters if it chooses to do so.

Mrs. Bell reminded Mr. Rachal that the local Legislators call those together in their districts to ask them what they desire to be done in Baton Rouge during the session. She said she believes if we talk to them, they will talk to us about what is needed. Mrs. Bell stated she is also baffled by the board's response today, because she just knew that when she presented the idea to the board, she felt like the board would come together to do something to help the employees. She also added that at this time, it may not happen until 2013 or 2014, but she only wants everyone to be together.

Mr. Hooks stated that the board can get all the Legislators on its side, but when they get to Baton Rouge, it is a different story. He referenced information the superintendent forwarded to the board members from the Department of Education, and that as long as Governor Jindal is in office and John White is the State Superintendent, he doesn't believe this will go anywhere in Baton Rouge.

Take Home Cars. Mr. Hooks stated that he received his information and is asking that this item be pulled because he was stunned to learn how the money is spent for take home cars. He said

he wants everyone to know that the money for take home cars is money well spent and noted the rates for insurance, gas and purchase price on state contract. Based on this, he believes if take home cars were removed and we had to reimburse mileage for these it would cost a lot more.

Proposed Revisions to School Attendance Zones. Mr. Hooks said he feels he should be able to call and ask for an agenda to be pulled the same as others are able to do. He asked that others be fair with him and as a board member if he asks for an item to be pulled, it should be honored. Mr. Riall stated that he was not notified and he was not aware of his request. Mr. Riall asked Mr. Abrams about policy when an item is on the agenda for the work session and a request is made for it to be pulled. Mr. Abrams said any board member can place an item on the agenda, so if Mr. Hooks called and wanted an item pulled, another board member could call and say they wanted the item on the agenda. At this time, the item being discussed was placed on the agenda by the superintendent, and it was his item for the agenda for the district. Mr. Hooks said the roll forward millage was placed on the agenda by the superintendent also. Dr. Dawkins said it was not the superintendent that had that item on the agenda. Mr. Riall stated his understanding that if any board member wants it to stay on the work session agenda, it will stay. Mr. Abrams explained that the superintendent placed an item on the work session agenda and at this time, there are three people (executive committee members) that are setting the agenda for the regular meeting and everyone else in attendance is attending to participate in the work session; and they cannot vote, but can only suggest to the executive committee members what they want. If a board member asks that the item be taken off and everyone agrees, then it will not be on the agenda; however if the executive committee wants it on the agenda and approves it, it is on the agenda. In the meantime, between the work session and the regular meeting, if the superintendent wants to withdraw it because he does not have a recommendation, it is there until the board meets and the item can be pulled or postponed. If the superintendent does not ask that it be withdrawn, a board member can make a motion to postpone and if seven board members vote for postponing it, then it can be postponed. Mr. Riall asked if a board member requests that an item be pulled from the agenda for the work session, how are those that may want it to remain on the agenda recognized? Mr. Abrams stated that after board member comments during the work session, the executive committee can move to approve the agenda with it on the agenda or not.

Superintendent Dawkins stated that staff heard from board members since the last meeting when the proposed changes in the schools' attendance zones were presented, and they have not heard from any board member that they want the item pulled, so staff's recommendation is that it stays on the agenda. Mr. Hooks asked the superintendent why he doesn't do what the board asks of him, i.e. a budget by tonight's meeting.

Mrs. Armstrong stated her concern that with the new school plans approved for grades 7-12, there is a need to redistribute and make changes to attendance zones for the 7th and 8th grade students to flow into the appropriate high school. She added there were some other issues needing addressed and noted another problem on one of the maps that she would like to address. Referencing the northern boundary of the Fair Park attendance zone, Mrs. Armstrong stated that she has visited with Mr. Pierson and it was indicated that the students now in the proposed boundary and the present boundary in the Queensborough were at one time attending J. S. Clark and it is being proposed that these students attend BTW. However, this same area has always been in the Queensborough area of Fair Park's attendance area. She asked staff to look at reversing this and that it continues to have the school boundary as it now stands. She also asked staff if the middle school students can be grandfathered into what is now Fair Park's zone, because she believes this Queensborough area could take in middle schoolers that once attended J.S. Clark (since J. S. Clark is being converted to an elementary school.)

Also, Mrs. Armstrong stated her appreciation to staff for the changes made in the Southwood High School attendance map which she believes simplifies some of the areas even though she would like to have taken the boundary out to the Sparks-Davis Road.

Ms. Trammel shared that she has received numerous calls from parents relative to the reasoning for changing attendance zone boundaries at this time and she asked that staff look at the number of students in the Woodlawn attendance zone being rezoned to Fair Park and the possibility of moving the northern boundary east from Line Avenue to Creswell. Mr. Woolfolk explained that that there are more students in the Woodlawn area south coming north, so to rezone students so that BTW is adequately utilized, it is necessary to rezone students at Woodlawn to Fair Park and rezone students at Fair Park to BTW. At this time, there are not enough students living in the BTW attendance zone to fill BTW, so it is necessary to rezone some of the students in Fair Park to BTW and replace those students with some of the students at Woodlawn to Fair Park. Mr. Woolfolk also clarified that if the 203 students rezoned to BTW remain at Fair Park, then Fair Park will be above its capacity when adding the 7th and 8th grade students along with the 9th through 12th grades. Ms. Trammel clarified that she understands the change in attendance lines based on the shift in population, but she knows there are a number of students still in the area being discussed (toward Creswell) that attend Captain Shreve. Mr. White said he does not know the exact number of students, but he can provide that for Ms. Trammel.

Mrs. Crawley expressed appreciation for the information she requested and at the last board meeting she stated that she did not want to vote on this at the next board meeting, because she would like to consider all the elementary, middle and high schools. She stated her agreement with Mrs. Armstrong's comment that the Queensborough neighborhood has historically been Fair Park and asked to see the total number so she can refer back to the facilities study to make sure it will exceed capacity if the proposed new boundary line is moved back to its original boundary. Also, she would like to see the numbers and areas of students that will be attending Broadmoor and then Byrd. She would like to see this item postponed until a plan for all the schools is presented, because at this time she is not hearing a public outcry for this.

Mr. Pierson stated that before he was on the board, the board voted to not close any high schools; and since Dr. Schiller was superintendent, there was a notion to close some high schools. Either by vote or consensus, the board made the decision to keep all high schools open, which suggests to him that the board also decided in that vote to provide for those high schools. In some cases, this means moving district lines to make those high schools viable. Mr. Pierson stated that he remembers when Byrd High School only had a handful of students and Broadmoor, like Lakeside and Allendale, had grown to be an old community. As a result, the schools' attendance areas were expanded and students rezoned to other schools; and now the discussion is what we need to do to revitalize the area and bring the students back to the neighborhood schools. He said to him, it's about educating and providing for students. When the board voted to keep all the high schools open, it meant, to him, that we need to provide for these students what they need to get the best education we can provide. Mr. Pierson said he is not against anyone's school, and he believes we can educate students wherever they are; but the board needs to look at the bigger picture. He also commended Mr. White for his efforts and attempt to satisfy 12 board members and asked the board members to be open-minded about how we got where we are.

Mr. Hooks said he doesn't have anything against any school and he was very much misquoted because he sent both of his children to BTW. However, the parents he is now working with are those that elected him to office. In recent conversations about keeping the neighborhood schools, it appears that the conversation now is taking away the neighborhood school from the neighborhood, of which he does not understand the rationale. He quoted a portion of minutes from a recent meeting and that lines can be drawn over the next 24 years and parents will still find excuses for their students to attend schools other than their neighborhood school. He reminded everyone that students will do best when they are where they like to be. While he has

nothing against Booker T., he must fight for Fair Park and the streets that are in his district. Mr. Hooks said it is necessary to find some common ground.

Mr. Woolfolk stated that in his conversation with Mr. Hooks, he discussed the 7th and 8th graders at J. S. Clark and when they get to the 9th grade, they will attend Fair Park and this is not consistent with what staff believes is in the best interest of the kids and the importance of finding room for the three middle schools. Thus, the population must be dispersed equally to Woodlawn, Fair Park and BTW, and the zones need to change to accomplish this. Mr. Woolfolk further explained that if a student attended 7th and 8th grade at BTW and then is sent to Fair Park in the 9th grade, it is felt that it is an injustice to the students coming from BTW because the Bethune and Mooretown students have been there since the 7th grade. It is proven that it is better when a principal has six years with a student. While staff did not want to mess up neighborhoods, keeping the same attendance boundaries will not fit into Fair Park.

Mr. Rachal stated that unfortunately the population has shifted and as a result, the student population for each high school is not there to properly utilize the facilities. Now with the changes in the middle schools and when lines were redrawn a year ago, there has been a great wave toward southeast Shreveport. He asked staff if he understands correctly that the lines are proposed to better utilize the facilities? Mr. White said that is correct and it is a balancing act so as not to place an undue burden on one school by having it over-utilized when a neighboring school is under-utilized, thus the goal of 85% utilization for each facility. Mr. Rachal stated his agreements with staff's comments as well as fellow board members' comments; but he believes the board's burden is dealing with the money and if it should be used on facilities or to more effectively teach the students. Being a necessary evil, he is hopeful the board will get through this while keeping the students at the forefront and trying to maintain community schools as best as possible. Mr. White responded to Mr. Rachal's concerns on how close boundaries come to another school and how staff conversed many hours over this same thing; however, at this time Fair Park is 95% utilized and Booker T. Washington has increased from 32% to 68%, which is still somewhat underutilized. To populate both schools, Mr. White stated the appropriate place would have been Greenwood Road which would have placed Fair Park outside of its own attendance boundary, which was something staff could not do. He also said that staff understands the need not to place a fence in someone's backyard as the boundary line and one household attends Fair Park and the other attends Booker T. Washington.

Ms. Priest stated that at a previous meeting staff provided a list of the capacities at each school if the board approves the proposed revisions to the attendance lines; and she reminded the board that at the time the board approved the reconfigurations, the District had five underutilized high schools (Booker T. Washington, Fair Park, Woodlawn, Green Oaks and Huntington). She said at that time there were students in a school's backyard that did not attend that high school. The board can talk about drawing lines in certain locations; however, one of the main things the board needs to ensure is if the lines are drawn at a certain place, that students attend the school and not transfer across the district via possible transfers, i.e. hardship, M to M, curriculum, and hardship. Ms. Priest also stated that she agrees with Mr. Pierson's comments about the high schools and the board has an obligation to support the high schools and provide them with the resources they need to keep the neighborhood students in their neighborhood school. She said it is important that the board revisit its transfer policy and consider what is best for the students and stop listening to adults that are only trying to hold on to a tradition.

Ms. Trammel asked if we are talking about what we are going to do without any input from the public that provides financial support to the schools. The superintendent announced that a public hearing will be scheduled next week.

Mrs. Crawley asked if there is a program at BTW and Fair Park where children from other districts can choose to attend and are these programs functioning well? Mrs. Turner responded

that the magnet component at Fair Park is available for students in the District to attend. Mrs. Crawley asked for a number of how many are attending the program. Mrs. Turner said she does not have that information in front of her. Mrs. Crawley stressed the importance of the board being made aware of what is proposed and noted that it looks like the board is throwing money at schools and the programs are not in place, so people are choosing to attend other schools. Mrs. Crawley asked staff to provide her with information on how many are zoned to BTW, Green Oaks, Woodlawn, Fair Park and how many of those are attending another school. Mrs. Crawley also asked if the New Tech program at BTW is being offered for 7th through 12th grades, and Mrs. Turner responded that it is but the 7th and 8th grade teachers are still getting the needed training for introducing them to the New Tech program and not all of the 7th and 8th graders are participating at the level they should. Mrs. Crawley asked why are they not? Mrs. Turner said it is project based and teachers are working on this. Mr. Riall reminded everyone that the conversation is to be about attendance zones. Mrs. Crawley asked if the area in question will allow students to choose to attend the magnet component at Fair Park and if they will be able to do so. Mrs. Turner said if they apply for the transfer and it is approved. Mrs. Crawley stated that to her it is somewhat meaningless if someone chooses a particular school. Mr. Woolfolk stated that he sent to the board members information on each school attendance zone and included where students in a particular area are attending schools outside the school's attendance boundary. Mr. Woolfolk announced that he will be glad to resend the information to the board members.

Mrs. Armstrong reiterated what Dr. Dawkins stated and that it doesn't matter what zones students are in, they can go to any school for the programs they choose, i.e. Huntington for Law, Shreve for Engineering. She said she believes the board needs to step back and not rush on a vote when there is too much outstanding information. She proposed that this item be put aside until the middle school feeder patterns are finalized. She also noted that if programs are not stimulating, children will not buy into it; and if there are programs in place that are not viable, the board needs to get rid of them and put the money into something that students will benefit from, not just for today, but for the rest of their lives.

Mr. Hooks asked Dr. Dawkins if the cart is being put before the horse given what Governor Jindal has said? Dr. Dawkins said to not do anything now will put Booker T. Washington at jeopardy, as well as Fair Park. He said it's also a disadvantage for students and parents, but staff is prepared to move forward in anyway the board directs. Mr. Hooks asked the superintendent about moving students to one school for a year or so and then moving them to another school. Dr. Dawkins stated that the State may take over some of Caddo's schools and we may not have the opportunity to choose what the board wishes to address. Mr. Hooks stated he hates for there not to be stability for the students.

Mrs. Bell stated that the conversation continues about what the Governor is going to do and she reminded Mr. Hooks that it is up to the Legislators. Mrs. Bell shared her concern that programs were to be placed at one school (Law Magnet at Huntington); however last year she learned that this program was at Magnet High, which she believes drew students there and away from Huntington. She said the same was true for other magnet programs throughout the district. Mrs. Bell stated her agreement with Mr. Pierson's comments and commended Ms. Priest on her community meeting on Monday even though only 12 parents were in attendance. She added she believes the board would find this to be true if a large districtwide meeting were scheduled and possibly there would be a few from each district in attendance. Mrs. Bell stated she was excited to hear about the possible number of students in her district; but to her it's not about the numbers, but about students going where they need to go to get what they need. She also agreed that it's an adult situation that needs to be addressed including how we can get the parents involved. She asked for a meeting on the attendance lines to be scheduled for next week and not postpone what needs to be done so we can let parents know where their children will be attending school next year.

Resolution Authorizing the Issuance of General Obligation Bonds. Mr. Rachal asked how much money will be saved in refinancing these bonds? Mr. Lee stated that bond counsel has estimated it could save up to \$1 million over the remaining 17 years of the original bond issue. Mr. Rachal asked if he remembers correctly that the board has done this three additional times and Mr. Lee confirmed that was correct. Mr. Lee said he believes the first two totaled approximately \$2 to \$2.5 million and this one is approximately \$1.3 million. Mr. Rachal said he believes this is good money management.

Ms. Priest suggested that letting the general public know is something we fall short in doing, because the board has a staff and bond counsel with the experience in this area. Over \$1 million in savings to the taxpayers is something the public needs to be aware of. While the staff has done a good job, she believes there is a need for the board to better promote this savings.

Mrs. Crawley asked Mr. Lee if the \$1 million is before or after attorney fees? Mr. Lee said that is the net savings, after attorney fees. Mrs. Crawley asked how much are the attorney fees, and Mr. Lee responded approximately \$75,000 to \$80,000 and it will come out of the total savings and not out of General Fund.

Proposed Student Check Out Policy. Mrs. Bell shared with the board that she has been very pleased with the check out policy being followed at the schools and that the committee used the input from the principals on how they are carrying out this policy. She said there is no doubt that the Caddo Parish School Board is under fire and every negative move made is all over the world. Mrs. Bell reported that the committee (staff, board attorney, organizations, board member, superintendent) came up with what is being proposed. Miss Green asked Mrs. Bell if a security question can be added to #4? Mr. Abrams explained that part of the security will be training and we would not want to tell everyone what type of security question might be used and is why #5 was added to the policy for security's participation. Mrs. Crawley stated her agreement and that the problem is some of these are very transient and numbers are changed or disconnected, but if staff cannot verify, then the response is the student will return home the way they got to school.

Mr. Hooks said it sounds good, but nothing is 100% proof and there will always be those trying to beat the system. Mr. Ramsey asked Mrs. Bell if there were principals involved in this committee's work, and Mrs. Bell said they were not; however, the committee asked principals to send their procedures which they did and the committee used these in their discussion and for input in the proposed policy for the board's consideration. Mr. Ramsey stated that his only concern is that one size does not fit all, and Caddo has done an excellent job in handling these policies at each school. If the board is reacting to a local TV station's effort to generate some news, then he does not think it is necessarily a good policy. Mr. Ramsey said he also believes staff can work with the elementary schools and come up with a bluebook practice. Mr. Abrams added that his review of the policy is that it is not a policy that will be a standard "cookbook" because the policy states "a minimum of", which means schools can have their procedures comply with this policy and use things that help them as a school to better address this issue and not stop every other school's procedures, which some are very good. Training will be key in how the procedures are followed so it is successful. Dr. Dawkins said the safety of all Caddo students is of utmost importance and the schools do a great job in this. He also announced that this will be discussed with parishwide administrators on Thursday. Mrs. Bell again stated she believes this is needed and what is being done at the schools needs to be reinforced.

Proposed Revision to CPSB Policy GBCB-R. Ms. Priest stressed the importance of each affected employee going through an inservice or training session, signing off that they have completed it. She said employees need to be aware and it cannot be assumed that they are aware.

Mr. Abrams stated that this proposed revision is being brought before the board because the Legislature passed an act requiring that certain crimes be reported within 24 hours. He further stated that Caddo Parish already has a policy in place that requires crimes be reported within 5 days, but this Legislative Act deals with many types of crimes on abuse or sexual in nature and there is no way anyone can determine which ones are to be reported within 24 hours. Mr. Abrams reported that he did an inservice with substitute teachers and bus drivers on this.

Mrs. Armstrong asked about the addendum regarding school bus operators and the other transportation employees, maintenance, etc. that if they are issued a traffic violation, they should be required to notify the appropriate person. Mr. Abrams said he will be glad to revise and include this for anyone operating a school board vehicle and explained that bus operators have a special license and drive the children. Mrs. Armstrong stated she believes it will be significant to include this as occasionally one employee will be driving and another employee riding.

Mrs. Bell asked the superintendent how thorough is a background check when an employee is hired? Cleveland White explained that when an employee is being considered for hire, every employee must have a background check. The background system allows for this information to be known in 15 to 30 minutes.

Ms. Trammel asked about employee hires and if a board member has knowledge that someone on staff committed a crime and nothing is done about it, then who decides if there is fault. Mr. Abrams explained it is not a decision of whether one is convicted or not, but the law requires that an arrest is reported and it doesn't mean you lose your job because of an arrest or conviction. He noted there are those who are employed by the school system and they are still employed; however there are those persons who deal with sex offenses and child abuse that cannot be employed. Mr. Abrams reminded the board that at one time the school system would hire someone and it would take months to get the information back on a conviction and then the employee would have to be terminated. He said if an employee is convicted of one of the crimes on the list provided, then the employee would be terminated based on the list because state law will not allow the District to continue to employ them. He also explained that there is a proviso that one can go to the District Attorney and ask for authorization for the employee to continue to be employed and it would have to be recorded at the state that this has taken place.

Revision to CPSB Policy GBN/JP. Mr. Ramsey asked Mr. Abrams if he reviewed the revisions? Mr. Abrams said he did and that we are attempting to comply with eRate and specific requirements and training needed to be included to protect children and it is required because of the money the District receives.

Superintendent's Updates. Superintendent Dawkins shared with the board members a letter from the SDE regarding the MOU for deficiencies in special education. At this time, staff has begun a Corrective Action Plan based on the data from 2008-2009, and hopefully the data from 2009-2010 will allow Caddo to be removed from this MOU. He announced that this item should be added to the February 21st board meeting agenda for approval and the board president's signature. Mr. Hooks asked the superintendent if, when a special education student strikes a teacher and is referred to Academic Recovery are they there for the entire year? Dr. Dawkins responded that it is dependent upon what is determined to be the best for that student and where the needed services are. Mr. Hooks asked if IEP conferences are held when students are placed in these situations? Dr. Dawkins said they are for all special education students.

Budget Work Session. After discussion, President Riall announced that the first budget work session will be from 11:30-1:30 on Thursday, February 23rd. Mr. Ramsey asked, as maker of the motion to bring a balanced budget at this meeting, will the budget now come to the board after the regular meeting on the 21st because if possible he would like to see it sooner. Dr. Dawkins

noted there were some delays because of his being out of the office for approximately one month; however, staff will work to do what can be done.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

President Riall announced that 8.02 “Take Home Cars” and 8.03 “Change in Mission of Academic Recovery” are removed and Items 6.03, 6.05, 7.01, 7.03, 8.04, 8.07-8.10, and 8.12–8.13 are the consent agenda items. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the agenda and proposed consent agenda for the February 21, 2012 CPSB meeting as presented.*

ADDITIONS

Mr. Hooks asked that a Status Report on the Filipino teachers be added to the Superintendent’s Report.

POLL AUDIENCE

Jackie Lansdale, president of Red River United and Caddo Federation of Teachers and Support Personnel, addressed Item 8.01 and the fact that every school system in the state has to worry about attacks on public education; and noted that Louisiana’s Governor is attempting to pursue a reform plan that will end public education as we know it. She said the Governor’s Plan will end teachers power to speak up for students and weaken local government. Mrs. Lansdale reminded the board that no one can worry about that at this time, because everyone is concerned about the decisions the local school board is making; because the people elected the board to make good educational steward decisions and it appears recent board decisions indicate the Caddo Parish School Board has lost sight of that, i.e. millions in restricted funds that cannot be used. She also stated that a fancy rating may look good to Wall Street, but it doesn’t mean anything for the students in the District and noted the board’s rejection of the many opportunities available to provide for the District’s students. Mrs. Lansdale stated her misunderstanding of why the board will not let the people decide about a ½% sales tax increase, and that now every single vote the board makes becomes suspicious. She reminded the board that when the Governor says he wants choice, Caddo has had Choice since the board made a decision to offer it to those students in low-performing schools; and when the board took its oath of office, it made a promise that it desired to leave the District better than it was found. Mrs. Lansdale stated how proud she is of the Caddo Parish School District, its past and its present, and she asked the board to be as proud and stop running the District down.

Jon Glover, employee, asked about the purpose of redistricting and if the board reconsiders redistricting, is it violating a plan that the Justice Department said the system must be unified, because she does not see the current board doing so in this decision. Ms. Glover said the board approved the Vision 2020 Plan that placed students from already failing schools and she questions the board’s vision in making this decision. She said redistricting only keeps students in the same school and she questions if the board only cares for those districts in Southeast Shreveport. In talking about independent school districts, she also questions why the board would support this decision when she does not see how this is helping the children in the Caddo Parish School System.

Frederic Washington, former student, stated that last week he received numerous calls from students, parents and teachers. He said for those that were not on the board at the time, he reported on the change in the district lines to make J. S. Clark a feeder for Booker T. Washington and he believes the comments board members have made are a verbal insult to the hard working teachers and students at Booker T. Washington. While he understands some may have lived in Fair Park’s attendance zone, he lived in Fair Park’s attendance zone; however he graduated from Booker T. Washington. In looking at the data, he said of the original 4 AU high schools, Booker

Washington has always been less than two points away from missing the line; and over the past seven years, he witnessed many things that he does not agree with; however, he does stand for strong public school districts; and reminded the board members that they are elected for the good of all boys and girls. He also reminded the board members that they are not here to grand stand and put on a show in an effort to impress someone. Mr. Washington said he is tired of attending board meetings and listening to the academics and not make it about the children and all this other needs to stop.

Donna Judd stated that she believes it is important to ask the Legislators for this tax even though it is used right away and ask the employees to support a raise for every Caddo employee for those who work directly with the children. While she has nothing against the sub teachers, she desires that her child have a certified teacher in the area in which she is teaching. Young people need to be encouraged to come into Caddo by offering a 13th check; and as a consumer, it doesn't matter if you are in Shreveport or Bossier; and she also believes it is important that the board members come together and ask the voters what they want to do.

Rob Broussard, parent, stated that he is totally dissatisfied with the local school district and he is one of the proponents of the Independent School District and asked that this issue be addressed in a public forum. He said he has been in contact with Governor Jindal's office as well as with Legislators and he believes the ship has already sunk. He noted that his school district would like to have an independent school, to fund themselves and to do what others have asked, and that is neighborhood schools will be neighborhood schools. Mr. Broussard said he believes strongly in the independent school districts and the work on revitalizing the neighborhoods that are in need of it. Mr. Broussard also asked why his neighborhood continues to be chastised and treated differently? Mr. Broussard also reported that he made a Public Records Request and it was late coming to him and he would for the superintendent to realize that when people ask for information they do expect a timely response as well as a return phone call. He also said there is additional information that he has been asked not to reveal to the board, because it will literally create an uproar in the system since it is about money.

Mike Myers, teacher, supports a pay raise for the employees and appreciates the board members that commented in support of such a pay raise. He said he believes he mentioned at the last board meeting the destructive action that is occurring in Caddo Parish and believes if the board comes together with a vote of confidence in a decision, then the voters can have in their hands the decision to make regarding this issue. He believes it is important to realize that coming together is important and the board needs to come together in a way to stop the proposed split.

Dr. Mary Nash-Robinson announced that next week is Counselors Appreciation Week and encouraged everyone to recognize the hard-working counselors in Caddo's schools. She also announced that at 10:00 on Friday, the Superintendent will host a press conference at Central Elementary for the purpose of presenting a framed photo of the graduating class of 1932 to the Centralites.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 8:30 p.m.*

February 16, 2012

The **Caddo Parish School Board (CPSB)** held a public hearing in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Thursday, February 16, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Hooks led the prayer and Pledge of Allegiance.

President Riall welcomed everyone to the public hearing on the school attendance zones and explained that this meeting is for the public to give input regarding the proposed attendance zone changes on the February 21, 2012 CPSB meeting agenda.

The following persons addressed the board on proposed changes to the schools' attendance zones.

Earnestine Coleman, 3513 Huston Street, Shreveport, Louisiana, Fair Park PTSA President, shared her concern about the proposed changes in the attendance lines and how they will affect Fair Park's attendance. She said board members were elected to better the education for all students, but she questions if they are in the seats just to be an elected official, because the lines drawn to send more students to Booker T. Washington (and she has nothing against Booker T. Washington), she believes might result in many students dropping out of school. Mrs. Coleman also noted the audience for today's public hearing and questioned if others that are concerned have given up. She said she is tired of the struggle and believes her school board representative is fighting a losing battle, so she questions why she should continue to fight? She said she does not believe those students now at Fair Park will want to go to Booker T. Washington; and if the board changes the lines and makes them go to Booker to Washington, it is helping them to drop out of school. For more than a year Fair Park has been fighting to stay open, and she doesn't understand the problem. Mrs. Coleman asked the board to think about the students because some of these students want to go to school and are excited about getting an education.

Thomas Sweeney, president of the National Association for the Advancement of God's People, 2306 Lakeshore Dr., Shreveport, Louisiana, stated he is here today because of the zoning lines for these schools and questions if they will affect Byrd, Captain Shreve or others; and if not, why is it just the Black schools that are being changed? He said if the board would start doing its job and put in the schools what is needed, as well as work with the parents, the students will attend these schools. He also noted that the meetings are scheduled for 4:30 p.m. and most parents are still at work and cannot attend. Mr. Sweeney stated he believes we are going back to the struggle to end segregation because it appears we are returning to segregation. He said the citizens pay the board members' salary and the board is an employee of Caddo's citizens. He also noted that Bossier doesn't have these problems and he wonders why Caddo does; and stated that if the board begins moving students from Fair Park to another school, his organization will file a law suit against the Caddo Parish School Board, the Louisiana Department of Education and the U.S. Department of Education. The citizens are supposed to have a say so in where their children attend school and the board is taking this away from the parents. Mr. Sweeney also noted the bussing of Black students to White schools, but not bussing White students to Black schools; removing skilled trades from the schools causing the students to not attend school because they were not college bound students. He encouraged the board to reconsider what it is planning on doing.

Arthur Douglas, Jr., 3301 Sun Valley Circle, Shreveport, Louisiana, addressed the closure of Fair Park and how it will be a detriment to that part of town. He said he believes if this is done we will see a greater problem than whatever the problem is now. Mr. Douglas also stated he believes the plan should have been shared with the parents and citizens in that area for their

input, because at the end of the day, if the children are not satisfied with what is happening at their school, they will have problems learning and moving forward. He encouraged the board to reconsider the plan and set a time where more parents, and working parents, can attend the meetings.

Debra Seamster, 1417 Madison Park, Shreveport, Louisiana, shared her love for Booker T. Washington and that she is all for improving BTW. She said she believes the change in the lines is only giving back what was taken in the past. While she doesn't believe Fair Park is closing, she said she believes students will also be coming to BTW from other schools. She encouraged the board to move forward with the revised attendance lines to enhance the student population at BTW and that the board should better promote the programs and activities at BTW so the students affected will want to attend BTW. Ms. Seamster also stated that the principal at BTW is attempting to do what is needed to move BTW in the right direction and she encouraged the board to move forward.

Gennie McAfee, 3516 Lakeland St., Shreveport, Louisiana, shared her interest in the community schools and will fight for the community's schools, because a community without a school is a dying community. Ms. McAfee noted that Queensborough is a dying community even with Fair Park and she knows that no one wants to see what it will be like without a high school in that community. She asked why is there so much struggle to keep this community school; and even though being told that changes are for budget reasons, she believes it looks like the poorest of children are having to give up the most. She said she has walked the streets attempting to get input from interested people, and it is not there. It is her hope that the coming up generations will not have to suffer as a result of the neglect of these parents and grandparents not attending meetings and speaking out. While she doesn't have any children, she considers all the poor children hers and she will fight for them until she can fight no more. Ms. McAfee said she wants to hear some good news about community schools so she doesn't have to continue to fight for these children.

There being no additional speakers, the public hearing was adjourned at approximately 4:56 p.m.

February 21, 2012

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 21, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mr. Hooks led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JANUARY 17, 2012, JANUARY 26, 2012 AND FEBRUARY 7, 2012 CPSB MEETINGS

Ms. Green moved, seconded by Mr. Priest, approval of the minutes of the January 17, 2012, January 26, 2012 and February 7, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, interim director of communications, and Dr. Mary Nash-Robinson, government and community relations officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Dawkins presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

MST Presentation. Susan Tompkins, MST coordinator at Southwood High School, shared with the board and audience a brief video highlighting various aspects of the MST program and its recent successes. Students are afforded hands-on opportunities such as research and experiments through the MST Program. Community partners and BioStart students were also recognized.

Cora M. Allen Day March 7, 2012. Mr. Mainiero announced that March 7, 2012 will be the first annual Cora M. Allen Day. Mrs. Allen was a prominent African American leader in Shreveport during the early 20th Century, and this day will honor all women who are making a difference in the community as well as those who have overcome difficulties to achieve what others thought they could not do. Carolyn Echols with the Mayor's Women's Commission and the League of Women Voters shared with those in attendance additional information on Mrs. Allen and the many wonderful things she did as a prominent national and international leader, as well as representative for women in the South. Ms. Echols shared with the board the many projects that students have been involved in preparation for celebration of this day, i.e. activity book commemorating Mrs. Allen distributed to all Caddo Parish third graders, powerpoint presentation for all third and eighth graders in Louisiana History classes, an essay contest for 8th graders, and the EAST Lab at Southwood High School is producing a video in commemoration of this celebration. The March 7th celebration is scheduled the day before the International Women's Day, as well as the anniversary of the dedication of the Clampton Temple, and will include many activities involving Caddo students at all levels. Board members were invited to attend on March 7th at Municipal Auditorium in addition to the many other activities they might wish to be involved in.

Robert Johnson New Generational Award for the Blues. Matthew Davidson, Caddo Middle Magnet, was recognized for receiving the Robert Johnson New Generational Award for the Blues. Dr. Robinson explained that this award is given annually to guitarists ages 12 to 18 to further the interest and promote The Blues.

Louisiana Jr. Science and Humanities Symposium. Mr. Mainiero announced that four of the top five positions at the Louisiana Jr. Science and Humanities Symposium were awarded to the following Caddo Public School students: Taylor Whitaker, C. E. Byrd High School, 5th place; Sean Nathan, Caddo Magnet High School, 3rd place; Aloni Mijalis, Caddo Magnet High School, 2nd place; and Henry Lin, Caddo Magnet High School, 1st place. The top three recipients will attend the National Jr. Science and Humanities Symposium in Bethesda, Maryland in May, 2012.

Scholastic Art and Writing Awards. The following Captain Shreve students were recognized for receiving awards at the regional level for the Scholastic Art and Writing Awards: Nick Fry, Ben Woodruff, Asia Grigsby, Sidney Strecker, and Lauren Norton. Special thanks were extended to the teachers and school principals.

Wiley College Leadership Conference. Dr. Mary Nash-Robinson recognized 19 Woodlawn Leadership Academy students that recently attended a leadership conference at Wiley College in Marshall, Texas. Dr. Strickland, president and CEO of Wiley College, welcomed these students to the conference designed to engage the students in reflective thinking and spirited dialogue for the purposes of enhancement of self efficacy as leaders.

Grambling State University Athletics. The following Caddo students recently signed athletic scholarships with Grambling State University: Justin Fortson, Fair Park High School; Quadrel Heath, Green Oaks High School; and Nicholas Peeples, C. E. Byrd High School.

Caddo Coaches of the Year. The following Caddo coaches were recognized for all-city and all state coach of the year: (1) Coach Michael Green, Fair Park High School, All-City Football Coach of the Year; and (2) Coach Michael Suggs, C. E. Byrd High School, All-State Football Coach of the Year.

50th Anniversary Teaching. Martha Maple, teacher, was recognized by the Caddo Parish School Board and the staff and faculty of Caddo Heights, on her anniversary of 50 years in teaching.

National Awards. Dr. Robinson announced that Caddo Parish was recently recognized for selection in the National Prevention Week Pilot Site Award that recognizes the work in Caddo for suicide prevention. The Caddo Parish School Board also won a national award for Promising Practices in Character Education. Dr. Barzanna White, District School Psychologist, was recognized as the recipient of awards for exemplary work in Character Education.

DECA Dimensions Magazine. The DECA Chapter at the Caddo Career and Technology Center was featured in the January 2012 DECA Dimensions Magazine.

Academic Recovery and Career Discovery Center. Margaret Brown, principal, and Academic Recovery and Career Discovery Center, were recognized for being chosen by CSPAN's 2012 Cities Tour on Programming on the Road. Mr. Mainiero announced that only six schools in six cities were chosen to participate and the history and literary life of these communities were highlighted. Interviews were held with the principals, staffs, and students to talk about CSPAN's free educational resources, programming and video production. The Academic Recovery segment will air the weekend of March 3 and 4, 2012.

Lowe's Educational Grant. Margaret Brown, Academic Recovery and Career Discovery Center, was the recent recipient of Lowe's Educational Grant for \$5,000. They were selected to receive the 2011-2012 Lowe's Toolbox for Education Grant for the school's "Growing and Giving" project.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced the following newly appointed administrators: (1) Ellen Hall, principal, Claiborne Fundamental Magnet Elementary; (2) Kay Lynch, assistant principal, Captain Shreve High; (3) Carla Moore, Director of Attendance and Census; (4) Kalen Washington, assistant principal, Fair Park High; (5) Brandy Neal, professional development specialist; and (6) Victor Mainiero, interim director, communications and marketing.

PUBLIC HEARING ON REDISTRICTING

President Riall declared the public hearing on the redistricting of board member districts open, and the following speakers addressed the board.

LeAnn Anglin asked that the public be included in the input relative to redistricting; and since she understands the public can receive notices about meetings if requested, she believes she is an informed parent who attends school board meetings and does visit Caddo's web site but asked that the board and staff, through its new communications director, look at a new multi media approach to communicating with the public and especially the parents. She said she doesn't believe the notice of this public hearing was adequate for those that might have wanted to attend today. Ms. Anglin also encouraged the School Board, if it does not have one, to create a Facebook page where this information is posted along with any other possible new and innovative media, and make it prominent on the web site and easy to find.

There being no additional speakers, President Riall declared the public hearing closed.

VISITORS

Emma Shepherd announced that the Caddo Association of Educators will sponsor the Read Across Louisiana program on February 25th at Mall St. Vincent. Ms. Shepherd explained that the Read Across Louisiana was created in conjunction with the Read Across America Program created by the National Educational Association celebrating Dr. Seuss's birthday. This event is being hosted all across the state to show how important it is to promote reading as a way to academic success for students, and observing adults read inspires children to read. Ms. Shepherd invited and encouraged members of the board to join other adults in providing the leadership in the education of students and join them at Mall St. Vincent on February 25th by reading to the children.

Pat Haynie, Red River United Retirees, shared her support of the proposed ½% sales tax increase and that she believes, if given the opportunity, the people of Shreveport will support this. Because public education is what has helped make the country and the Caddo School System great, she encouraged the board to bring this proposal before the voters.

Dr. David Kirby shared with the board that he is at today's meeting prepared to give the district a check for \$337,000 if his bid on the Hosston property is approved by the board.

Jackie Lansdale, Red River United/Caddo Federation of Teachers/Support Personnel, requested that the Board seek legislative action to move forward with the ½% sales tax increase. She said it is only a penny to the public on every roll of paper towels, but it means millions to the public schools in the parish. Mrs. Lansdale said it is their belief this is a decision that needs to be made by the people in Caddo Parish. She said it is understood that the board members desire that the superintendent be fiscally responsible; and hearing a visitor say the board has a spending problem and not a funding problem, she challenged the simplicity of this remark and the fact that corporate income taxes received by the state were \$721 million and exemptions totaled \$972 million. By 2006-07, corporate income taxes received by the state totaled were \$721 million and exemptions total \$792,000, and now the Governor is projecting a budget deficit. Mrs. Lansdale

stated that Caddo has also socked away millions in designated reserves plus more based on the government projected rule. She also noted the stellar bond rating and asked if we really want to place more value on a fancy bond rating than on keeping our schools high quality and protecting middle class jobs in our town. Mrs. Lansdale said in the past many have agreed that public education was something as a community everyone was willing to support, and she highlighted some of the many great things in our community that we should celebrate. She encouraged the board to study very carefully those districts that have seen failures and ask if they are better or worse for it. She suggested that everyone study very closely the example set before us before making decisions that may break up Caddo's own district. With board approval to support legislative action to support a ½ cent sales tax increase, knowing that this is only the first of many hurdles that will need to overcome in moving forward. She said she believes the key in moving forward is in the board's hands and the decisions they will make in this regard, and she stressed the importance of giving everyone the opportunity to pitch in and fund Caddo's schools and give the children the best education possible. Mrs. Lansdale reminded board members that it is their decisions that will determine if Caddo's employees continue to lose pay and possibly even their jobs, and asked that the board consider the following questions in making these important decisions: (1) Does the board believe in this District? (2) Does the board believe in this community? (3) Does the board find the employees worthy of its support? (4) Will the board give everyone a chance to pitch in and support Caddo's schools?

Jon Glover asked if any of the board members can tell her what the board's primary duty is to those who have entrusted the board to represent them in this District. She said it appears there are many agendas that are non-collective and the board did everything to encourage the constituents that each would be the best to represent them in this school district; however, she questions whether or not board members are doing that. Ms. Glover encouraged the board to refocus on its purpose and help Caddo schools stand still as the best district in Louisiana.

Kevin Hurd shared his opposition to the changes in the school attendance zones and noted that he does not reside in any of the areas affected, but as he has monitored what is being proposed, he is concerned about the incidences in the proposal where students do live in the higher, more academically successful schools and these might be moved into a district that is an academically unacceptable area. He said because parents look at school districts when purchasing a home, he stated that he does not believe it to be fair for their children to be moved from one school to another and possibly placed in schools that are not performing as well as the school they selected.

Kevin Fortson stated his opposition to the revisions in the attendance lines, especially those in the Fair Park High School area. He said it will undermine and destabilize the learning environment at Fair Park; and because Fair Park is currently in a state of academic emergency and attempting to make Fair Park academically acceptable, and to comingle the students from Mooretown and Queensborough with the students from Hollywood is a recipe for chaos and unrest and will induce a negative environment for learning. Mr. Fortson said this decision will also add disciplinary problems for the staff and faculty. Unless the board is maliciously setting Fair Park Medical Careers Magnet up for failure, Mr. Fortson pled with the board on behalf of Caddo's students to vote against redrawing the lines and consider an alternate solution with input from the parents and constituents. He also encouraged the board to provide a Chemistry teacher for the Fair Park Medical Careers Program.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration and President Riall recommended that Items 6.02-6.03, 6.05, 7.01-7.04, 8.02-8.03, 8.05-8.08, 8.10-8.11 and 8.13. *Mrs. Bell moved, seconded by Mr. Rachal, to approve the proposed consent agenda items as*

recommended by staff and included in the mailout. Vote on the motion carried unanimously and the following is a summary of the board's action.

Item No. 6

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

Certified

Leave Without Pay, February 6, 2012-May 31, 2012

Racheal Knudson, Teacher, Newton Smith, 5.5 years

Leave Without Pay, April 25, 26, 27, 2012 & May 1, 2, 3, 4, 2012

Stacy Hood, Teacher, Youree Drive, 4 years

Leave Without Pay, February 22, 2012 (noon)-June 2, 2012

Jennifer Ash, Teacher, South Highlands, 11 years

Catastrophic Leave, January 17, 2012-February 28, 2012

Elnora Hunter, Teacher, Stoner Hill Elementary, 21 years

Catastrophic Leave, January 31, 2012-March 13, 2012

Nellie Davis, Teacher, Fair Park, 17.5 years

Catastrophic Leave, January 5, 6, & 9, 2012-February 6 & 7, 2012

Rebecca Lofton, Teacher, Ridgewood Middle School, 13 years

Catastrophic Leave, February 1, 2012-April 1, 2012

Loretta Z. Speed, Coordinator, Fair Park Preparatory, 38 years

Catastrophic Leave, January 15, 2012-February 27, 2012

Kimberly R. Bundrick, Teacher, West Shreveport Elementary, 16.5 years

Sabbatical Leave (Study), Fall Semester 2012-Spring Semester 2013

Jennifer Wautlet, Teacher, 81st Street ECE, 16 years

L. D. Addison was approved for a Medical Sabbatical Leave for the Fall Semester 2011. His medical condition has not improved and he is eligible to retire. The board approved his request to be relieved of his obligations to repay monies received while on leave.

Classified

Catastrophic Leave, February 1, 2012 – March 14, 2012

Frances Clark, Bus Driver, Transportation Dept., 13 years

Leave Without Pay, February 7, 2012 – February 17, 2012

Hosie Thomas, Security Coordinator, Northwood High School, 3 years

6.03 Personnel Transactions Reports. The board approved other personnel transactions reports for the periods of November 21, 2011 – December 20, 2011 and December 21, 2011 – January 20, 2012 as recommended by staff and submitted in the mailout.

6.05 Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Community Products, LLC, dba Rifton for discount percentage of 25% for the purchase of Physical Therapy Equipment and Supplies – Catalog; (2) Lee's Transmission, Inc., totaling \$4,855.00 for the purchase of Transmission Repairs for Transportation; and Ross Bus and Equipment Sales, Inc., totaling \$47,180.40 for the purchase of Integrated Child Restraint Seats. A copy of the bid tabulations sheets is a part of the permanent records of the CPSB February 21, 2012 meeting.

7.02 Sale of CPSB Properties. The board approved the following bids as submitted in the mailout on the bid tabulation sheets: (1) Timothy R. Thomas – Living Word Christian Fellowship, totaling \$51,000 for the Sale of George P. Hendrix Elementary School Property; and (2) David D. Kirby, totaling \$337,000 for the Sale of Hosston Alternative School Property. A copy of the bid tabulation sheets is made a part of the permanent records of the CPSB February 21, 2012 meeting.

7.03 Piggyback on Playground Equipment Bid. The board approved parish school boards and governmental agencies in Louisiana to piggyback on CPSB Playground Equipment Bid (10P-10).

7.04 Bids (Construction/Capital Projects). The board approved the following bids as submitted in the mailout on the bid tabulation sheets: (1) Camus Electric Co., Inc., with a base bid, for the sum total of \$251,255 for Project 2012-QB2A, “Security Cameras at North Highlands, Northside, Pine Grove, Blanchard”; and (2) Camus Electric Co., Inc. with a Base Bid for the sum total of \$224,720.00 for Project 2012-QB2B, “Security Cameras at Westwood, Claiborne, Sunset Acres, Cherokee Park”. A copy of the bid tabulation sheets is attached and made a part of the permanent record of the February 21, 2012 CPSB meeting.

Item No. 8

8.02 Resolution for Continued Employment. The board approved the resolution directing the superintendent to write letters of reasonable assurance of continued employment as submitted in the mailout.

8.03 Begin the Process to Rename the New Wing at Broadmoor for Ed Hearron. The board approved staff beginning the process of renaming the new wing at Broadmoor Middle Laboratory School for Ed Hearron.

8.05 Resolution Authorizing the Issuance of General Obligation Bonds. The board approved the following resolution authorizing the issuance of General Obligation bonds as submitted in the mailout.

RESOLUTION

A resolution giving preliminary approval to the issuance of not to exceed Eleven Million Five Hundred Thousand Dollars (\$11,500,000) of General Obligation School Refunding Bonds of Parishwide School District of Caddo Parish, Louisiana; making application to the State Bond Commission for approval of said Bonds; and providing for other matters in connection therewith.

WHEREAS, pursuant to the provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, Parishwide School District of Caddo Parish, Louisiana (the Issuer) has heretofore issued \$14,000,000 of General Obligation School Bonds, Series 2004 (the Series 2004 Bonds); and

WHEREAS, in order to provide debt service savings to the Issuer, the Issuer desires to refund all or any portion of the Issuer’s outstanding Series 2004 Bonds pursuant to the provisions of Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority (the Act), through the issuance of its refunding bonds; and

WHEREAS, pursuant to the Act, and subject to the approval of the State Bond Commission, the Issuer desires to accomplish the refunding by authorizing the issuance of not exceeding Eleven

Million Five Hundred Thousand Dollars (\$11,500,000) of its General Obligation School Refunding Bonds (the Bonds), to be payable from unlimited ad valorem taxes; and

WHEREAS, the Issuer desires to make formal application to the State Bond Commission for approval of the issuance of the Bonds;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the Governing Authority), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:‘

SECTION 1. Preliminary Approval of the Bonds. Preliminary approval is given to the issuance of not exceeding Eleven Million Five Hundred Thousand Dollars (\$11,500,000) of General Obligation School Refunding Bonds (the Refunding Bonds), of the Issuer, to be issued for the purpose of refunding all or any portion of the Issuer’s outstanding General Obligation School Bonds, Series 2004, and paying the costs of issuance of the Refunding Bonds, said Refunding Bonds to be payable from and secured by unlimited ad valorem taxes now being levied and collected annually in excess of all other taxes on all the property subject to taxation within the territorial limits of the Issuer. The Refunding Bonds shall bear interest at a rate or rates not to exceed four and one-half percent (4.5%) per annum, to be determined by subsequent resolution of this Governing Authority at the time of the sale of the Refunding Bonds, and shall mature no later than March 1, 2029. The Refunding 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, and shall have such additional terms and provisions as may be determined by this Governing Authority.

SECTION 2. Employment. This Governing Authority finds and determines that a real necessity exists for the employment of special bond counsel in connection with the issuance of the Refunding Bonds, and accordingly, Foley & Judell, LLP, of New Orleans, Louisiana, as Bond Counsel and Jacqueline A. Scott & Associates, APLC, of Bossier City, Louisiana, as Co-Bond Counsel, are hereby employed to do and perform work of a traditional legal nature as bond counsel with respect to the issuance and sale of said Refunding Bonds. Said Bond Counsel and Co-Bond Counsel shall prepare and submit to this Governing Authority for adoption all of the proceedings incidental to the authorization, issuance, sale and delivery of said Refunding Bonds, shall counsel and advise this Governing Authority as to the issuance and sale thereof and shall furnish their opinions covering the legality of the issuance of the Refunding Bonds. The total combined fee of Bond Counsel and Co-Bond Counsel shall be fixed at a sum not exceeding the maximum 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 Refunding 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 Refunding Bonds. That pursuant to instructions from the Superintendent, Bond Counsel (in conjunction with Fiscal Services, Inc., of New Orleans, Louisiana, with respect to the compilation of statistical information) shall cause to be prepared an official statement 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. Said Official Statement may be submitted to such nationally recognized bond rating service or services, together with a request that an appropriate rating be assigned. Payment for all ratings shall be made by the Superintendent upon presentation of appropriate statements from the particular rating service furnishing the ratings. 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 Superintendent is hereby empowered and directed to issue vouchers in payment for the work herein provided for upon completion of the work herein specified and under the conditions herein enumerated.

SECTION 3. State Bond Commission. Application is hereby made to the State Bond Commission, Baton Rouge, Louisiana, for approval of the issuance and sale of the Refunding Bonds and for consent and authority to proceed with the issuance and sale of the Refunding Bonds as provided above, and Bond Counsel is directed to make application to the State Bond Commission in accordance with the foregoing on behalf of the Governing Authority.

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 4. Appointment of Investment Banker/Underwriter. Stephens Inc., of Baton Rouge, Louisiana (the Underwriter), is hereby appointed as investment banker/underwriter in connection with refunding the Series 2004 Bonds, any compensation to be subsequently approved by the Issuer and to be paid from the proceeds of the Refunding Bonds and contingent upon the issuance of the Refunding Bonds; provided that no compensation shall be due to said investment banker/underwriter unless the Refunding Bonds are sold and delivered.

SECTION 5. Sale of Bonds. The Bonds are hereby authorized to be sold to the Underwriter, and the Superintendent is hereby authorized to execute a Bond Purchase Agreement with the Underwriter, in form and substance satisfactory to Bond Counsel to the School Board, provided the sale of the Bonds produces minimum net present value savings (after payment of all costs) to taxpayers of not less than 3.00% of the principal amount of Series 2004 Bonds being refunded.

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

School Board				
<u>Members</u>	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstaining</u>
Steve Riall	X	_____	_____	_____
Jasmine Green	X	_____	_____	_____
Carl Pierson	X	_____	_____	_____
Charlotte Crawley	X	_____	_____	_____
Curtis Hooks	X	_____	_____	_____
Mary Trammel	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 21st day of February, 2012.

Secretary

President

I, the undersigned Secretary of the Parish School Board of the Parish of Iberia, State of Louisiana, do hereby certify that the foregoing pages constitute a true and correct copy of a resolution adopted by said Parish School Board on February 21, 2012, giving preliminary approval to the issuance of not to exceed Eleven Million Five Hundred Thousand Dollars (\$11,500,000) of General Obligation School Refunding Bonds of Parishwide School District of Caddo Parish, Louisiana; making application to the State Bond Commission for approval of said Bonds; and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature on this, the 21st day of February, 2012.

Secretary

8.06 YEP Contract Renewal. The board approved the renewal of the Youth Enrichment Program contract as recommended by staff and submitted in the mailout.

8.07 Proposed Student Check –Out Policy. The board approved the proposed student check-out policy as submitted in the mailout.

8.08 Proposed Revision to CPSB Policy GBCB-R Staff Conduct – Notice of Criminal Proceedings. The board approved the proposed revisions to CPSB Policy GBCB-R Staff Conduct – Notice of Criminal Proceedings as submitted in the mailout.

8.10 Revision to CPSB Policy GBN/JP. The board approved the proposed revision to CPSB Policy GBN/JP as submitted in the mailout.

8.11 Read Across Louisiana Proclamation. The board approved the Read Across Louisiana Proclamation as submitted in the mailout.

8.13 Special Education MOU. The board approved the MOU with the State Department of Education for Special Education as recommended by staff and submitted in the mailout. A copy of the MOU is filed in the official papers of the February 21, 2012 CPSB meeting.

PERSONNEL RECOMMENDATIONS

Mrs. Bell moved, seconded by Ms. Priest, that we pull all personnel recommendations. Mrs. Bell stated she believes if there is a question, we need to pull all of the recommendations rather than pulling only certain recommendations. Ms. Priest said it is the board's responsibility to hire and evaluate the superintendent, so she concurs that we should not pull out one recommendation.

Ms. Trammel stated that her concern is we have A, B, C, and D; and certain ones are pulled because we don't have a budget; so maybe we should wait until a budget is received and vote on all of these.

Mrs. Crawley said she does not understand, because she wants to postpone all of the recommendations with the exception of principal appointments. She asked if the superintendent considers those positions that are not school site based more important than a chemistry teacher or the pupil teacher ratio. Dr. Dawkins responded that all the positions are important and are not more important than anything else in the budget, and these are in the current year budget, so he doesn't understand. Mrs. Crawley said she doesn't understand and the board does not have a budget for the coming year, and based on the fact that many employees were let go, but she believes we may have been able to get a chemistry teacher if the pupil teacher ratio had not been changed. Dr. Dawkins confirmed that these positions will not affect the pupil teacher ratio.

Mrs. Crawley asked if a chemistry teacher can be hired for Fair Park, and Dr. Dawkins said that is correct. Mrs. Crawley said she wants a budget with a school site focus. Dr. Dawkins added that these positions have been in the budget for at least 10 years, and Mrs. Crawley stated she understands, but she voted against the budget.

Mr. Ramsey moved, seconded by Mr. Pierson, to approve all personnel recommendation as submitted by the superintendent. Vote on the motion to approve all personnel recommendation carried with Board members Green and Crawley opposed and Board members Riall, Pierson, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

APPROVAL TO SEEK LEGISLATIVE AUTHORITY FOR UP TO ½% SALES TAX INCREASE WITH VOTER APPROVAL

Mrs. Bell moved, seconded by Mr. Pierson, to approve staff seeking Legislative authority for up to ½% sales tax increase with voter approval. Mr. Rachal reiterated his previous comments that he doesn't believe it is the staff's recommendation and reminded everyone that it is the Legislators responsibility to write legislation. He again reminded everyone how Caddo's sales tax has increased and he is not in favor of this. Vote on the motion failed with Board members Green, Pierson, Trammel, Priest and Bell supporting the motion and Board members Riall, Crawley, Hooks, Crawford, Rachal, Ramsey and Armstrong opposed.

PROPOSED REVISIONS TO SCHOOL ATTENDANCE ZONES

Mrs. Armstrong moved, seconded by Mr. Hooks, to approve the proposed revisions to school attendance zones but retain the current northern boundary for Fair Park. Mrs. Armstrong stated her belief that it will be a stabilizing map; and she does not want to impose any adult feelings on this Fair Park area and the students in the area being discussed should be able to attend Fair Park not only now, but in the future. Mr. Hooks echoed Mrs. Armstrong's comments. Mr. Ramsey moved, seconded by Mrs. Crawford, that a friendly amendment or amendment be added to the motion to clarify that the students currently attending schools that will not be in the new attendance zones will be grandfathered into those schools and allowed to remain; however, should the student be expelled due to behavior and/or attendance issues, the student will lose grandfather status and be returned to the school in their own attendance zone. Upon becoming eligible for returning to their home school, he closed by stating there is nothing in the amendment that is intended to supersede Federal or State law. Mr. Ramsey stated if the School District is going to handle the attendance zone, he believes clarity is included so students have a clear understanding of what is expected of them. Mr. Pierson moved, seconded by Mrs. Bell, that the board accept the staff's recommendation in terms of the proposed changes in school zones, along with the proposed amendment by Mr. Ramsey. Mr. Pierson stated his lack of understanding with Mr. Ramsey's friendly amendment; however he does follow the amendment for bus riding purposes. Mrs. Bell stated her agreement with Mr. Pierson's comments.

Miss Green moved to call for the question on everything. Vote on the motion to end debate carried with Board members Riall and Rachal opposed. Vote on the substitute motion by Mr. Pierson failed with Board members Pierson, Trammel, Priest and Bell supporting the motion and Board members Riall, Green, Crawley, Hooks, Crawford, Rachal, Ramsey and Armstrong opposed.

Vote on the original motion with the friendly amendment carried with Board members Pierson, Trammel and Bell opposed and Board members Riall, Green, Crawley, Hooks, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion.

APPROVAL OF CPSB MEMBERS REDISTRICTING PLAN

Ms. Priest moved, seconded by Mrs. Bell, to approve Plan 12. Ms. Priest stated that board members have had an opportunity to meet with the demographer and review the maps as well as the precincts and she believes Plan 12 is basically palatable to the voters. She said she believes it is time for the board to move forward.

Mrs. Crawley moved, seconded by Mr. Hooks, that the board approve District Plan 11. She explained that she believes Plan 11 is the most diverse plan and she likes having the diversity this plan offers her district. All board members will also keep the schools that are in their district and is the closest to the current plan. She said it is important to her that parents/students attend a particular school that is also in the district where the board member is not only over that school.

Mr. Rachal called for the question to end debate, seconded by Mr. Ramsey. Ms. Priest reminded Board member Hooks that approval of this plan means Judson will no longer be in his district. *Vote on the motion to end debate failed with Riall, Green, Trammel, Priest and Crawford opposed and Board members Pierson, Crawley, Hooks, Rachal, Ramsey, Armstrong and Bell supporting.*

Ms. Priest stated that in reviewing Plans 10 and 11 basically insured that two board members were outside their district lines (Priest and Hooks), and Plan 12 addresses and corrects these situations and is why she is recommending Plan 12. She further stated that Plan 11 would make some significant changes to District 5 and 7.

Mrs. Crawley said when the board members visited with Mr. Joiner, the only change between Plan 12 and 11 was Ms. Trammel would gain Middle Magnet. It also changed Mr. Pierson's, Mrs. Crawford's, Ms. Trammel's and her districts, and she believes what is presented is wrong. Mrs. Crawley asked for a recess in order to contact Gary Joiner.

Mr. Abrams stated that because the board is not under a deadline for this, it is appropriate to postpone it to the next meeting and make certain it is correct.

Miss Green moved, seconded by Mrs. Crawley and Mrs. Armstrong, to postpone. Mrs. Bell noted that Dr. Joiner was present at a board meeting a couple of weeks ago, and he asked for questions; and because the board has had this for the past 3-4 months, she believes the board needs to move forward and vote on this. Mrs. Crawford noted there is a mistake in Plan 11. Ms. Trammel asked for clarification that the motion on the floor will postpone the redistricting; because the concern expressed relative to Caddo Middle Magnet, and this school has always been in her district, is confusing since she has always understood that the magnet schools were shared among all the board members since students from all districts attend the magnet schools.

Ms. Priest further explained her reason for recommending Plan 12 is because it does not have any errors in it. Mrs. Crawley stated that she has not studied District 12 and when she visited with Mr. Joiner, he told them that the only change to Plan 10 was the magnet issue; and Plan 11 should not incorporate any change other than Mr. Pierson's, hers, Ms. Trammel's and Mrs. Crawford's from Map 10; and at this time, she has not checked Plan 12. Mr. Pierson said he believes we have had ample time and board members were in Mr. Joiner's office together to discuss those things that were different. He said he believes it has been dealt with and now it is a matter of the board voting and moving forward. He reminded everyone that every board member represents areas where the children attend another school, and believes the board needs to move on with Plan 12. *Mr. Rachal called for the question to end debate on the motion to postpone. Vote on the motion to end debate carried with Board members Trammel and Bell opposed. Vote on the motion to postpone carried with Board members Pierson, Trammel, Priest and Bell opposed.*

Mr. Rachal suggested scheduling an open session to discuss the various aspects of the proposed redistricting plan. Mrs. Bell said she believes only one board member has a problem with this, and Mr. Riall said there is no motion on the floor for discussion. As a point of personal privilege, Mrs. Bell stated there may be a need to schedule sessions for those having problems with what is proposed for their district. Mr. Riall said if a decision is made to hold a work session, it will be the board member's discretion whether or not they attend.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest requested that the Superintendent and Executive Committee meet to develop a committee structure for the Board with the exception of personnel. She said having this type structure to address items for the board's consideration, she believes, will allow for items to be debated in committee and not in a full school board meeting. She asked that staff move on this request as expeditiously as possible.

Mr. Hooks said that anytime someone wants to speak with him, they can get his number from the secretary; however, if the call is made on a board meeting date, he does not answer his phone, but he will return the call later that evening or the next morning. Mr. Hooks also announced that he holds town hall meetings and if that doesn't work, he can be found every Sunday morning at 3100 Hollywood Avenue at Zion Baptist Church's 8:00 and 10:00 a.m. services. He said no one has to use the podium and microphone to hide behind, because anytime anyone does that, they are considered a coward. Mr. Hooks said he can be confronted at anytime and his number is always available; and he doesn't believe there is a person that will say he has never returned a telephone call.

Mr. Pierson announced that on Wednesday, February 22nd, at 6:00 p.m. at Booker T. Washington, he will hold a town hall meeting and board members are invited to attend. Mr. Pierson also alerted the staff that in bringing J.S. Clark back on line next year, he does not want to wait until mid-summer to staff the school and encouraged the staff to consider moving forward in preparing to select a principal and staff so they can spend the summer preparing to meet the students when J.S. Clark opens in August.

Mr. Riall reported that he met with a group of people from Northwood High School, Northwood Booster Club, who have done an enormous amount of work on their own and financed improvements. This group noted some bleacher problems they have and asked staff to look at any of the aluminum bleachers at schools that closed to possibly move them to Northwood.

EXECUTIVE SESSION

Student Readmission Appeals. *Mrs. Bell moved, seconded by Ms. Priest, to approve staff's recommendation for N.H., J.B., J.B.(2). The parents are in agreement with staff's recommendation. Vote on the motion carried unanimously.*

Approval of Termination of Probationary Teacher. *Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the termination of a probationary teacher in accordance with staff's recommendation. Vote on the motion carried unanimously.*

Student Readmission Appeal. *Ms. Priest moved, seconded by Mrs. Bell, to go into executive session for up to 10 minutes for a student readmission appeal. Vote on the motion carried and the board went into executive session at approximately 6:37 p.m.*

The board reconvened in open session at approximately 7:18 p.m. *Mr. Ramsey moved, seconded by Ms. Priest, to uphold staff's recommendation for A.T.* Mr. Ramsey clarified that staff's

recommendation is the student is at Hamilton Terrace until May 30, 2012 and after completing that, the student returns to the neighborhood school (Green Oaks).

Mr. Pierson moved, seconded by Miss Green/Mr. Hooks, that A.T. return to her neighborhood school immediately with a behavior contract. Vote on the motion carried with Board member Crawford opposed.

Adjournment. *Ms. Priest moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:21 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

February 23, 2012

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:30 a.m. on Thursday, February 23, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Mr. Hooks led the prayer and Pledge of Allegiance.

Superintendent Dawkins announced that staff will present a preliminary draft of next year's budget with the disclaimer that as of this date, we do not know the impact of the MFP funding or any proposed vouchers or scholarships on the MFP; however additional information should be known next week on the MFP funding for the districts. He further stated that the proposed budget as presented today does not include any layoffs, and highlighted some of the historical aspects of the district, i.e. District School Performance Scores, graduation rates, gains seen. He said in 2009 the state took over nine schools in Caddo and we lost approximately \$40 million in MFP dollars. He further stated that the AU status in Caddo's schools shows that in 2007, Caddo had 12, and in 2011, there were 13. He reminded everyone there are schools in the system that are persistently under-performing and some have been since 2001-2002. Dr. Dawkins stated that in 2009 if the state had taken over the nine targeted schools in Caddo (Oak Park, Caddo Heights, Barret, J.S. Clark, Bethune, Fair Park, Green Oaks, Woodlawn and BTW), Caddo would have lost \$40 million dollars in MFP funding, but the district decided to invest \$15 million and save those two schools. He also reminded everyone that the 2.75 reduction in the state MFP began in 2009-10 and represented approximately \$5 million and that the schools on Academic Watch have their SPS above 65, and would have passed had the cutoff score not continued to be raised.

Jim Lee, director of finance, shared with the board the first draft of the General Fund budget for 2011-2012. He pointed out that the board must, by law, adopt by July 1st of each year a budget for the coming year and staff would like to have one in place by the end of June. Mr. Lee said that last year the budget reflected spending beyond revenues by \$15 million, which meant staff had to come up with \$15 million in cuts, which is something the board has done in the past. Mr. Lee stated that staff responded to the board's request to have the budget earlier this year; and by bringing the budget earlier, staff is hopeful of having an approved budget by April.

Big items that staff has been unable to pinpoint as tightly as they have in the past include the MFP funding from the state (what we will get or any vouchers) and it may be next week before this number is known. Secondly, health care cost has seen an increase with each year and at this time, the Insurance staff has budgeted a proposed 10% increase. While the Insurance staff has been able to negotiate down, staff believes it has been negotiated as low as possible.

Mr. Lee provided some historical information on the budget, i.e. how Caddo has done over the past five years, estimates for the 2011-12 year, and a snapshot of next year's proposed budget, the designated and undesignated fund balances, and what staff is doing to strengthen the ending fund balance each year. He shared with the board a comparison of the last five year budgets, pointing out the difference in a balanced budget and a restrictive definition of a balanced budget. In the past 10 years, Caddo has actually had one truly balanced budget, and we always do better because of vacant positions and conservative budgeting. Projected retirement increases, projected no growth MFP for possibly the 4th year, and the reduction in our MFP and taxes because of the two charter schools all will impact the budget.

A copy of the detailed budget was presented to each board member, along with a brief projection of how staff believes the District will complete the 2011-12 year and a proposed balanced budget for 2012-13. Items in the current year's budget that staff has factored out of the proposed budget

include targeted school incentives, staffing, block scheduling, support services, consolidation of schools, and M & S. Following Mr. Lee's presentation, President Riall announced that each Board member will have the opportunity to ask two questions and after every board member has asked their questions, he will go back around the table until the allotted time runs out.

Mr. Pierson asked how much will we save in transportation with the combination of West Shreveport and Central to J. S. Clark? Mr. Lee said it depends on the number of buses now at each school and after consolidation how many buses/drivers/benefits will be reduced.

Regarding reductions, Mrs. Crawley asked what percentage is the total reduction at Central Office Support Services? Mr. Lee said approximately 6%, and some of the Special Education reductions are actually a move of costs from the General Fund to the IDEA budget. Mrs. Crawley asked how are we going to provide the extra credits at no expense if the high school schedule is changed? Dr. Dawkins responded that staff has looked at various options and the seven hour day is the same amount of time everyday for teachers, and would be a change in the scheduling formula and not a change in the teaching formula.

Mr. Hooks stated he will be out of town next week, but when he returns he would like to meet with the superintendent and Mr. Lee to get his questions answered.

Mrs. Bell stated she is glad that at this time we will not be laying anyone off, and asked about the process of building a budget without knowing what the Governor is going to do relative to MFP. Mrs. Bell noted that in the charter schools, we have given them \$5 million; and if we are discussing a budget and do not know how many charters might be established, does that mean this budget can change after the next few months when the charter school and vouchers come from the MFP funds Caddo typically receives? Mrs. Bell asked about the target school costs and do these expenses stop after this year? Mr. Lee said the current year (2011-12) is the last year and these expenditures will cease.

Mr. Riall asked about the items impacting the General Fund (three year comparison) and the retirement costs of \$2 million in 2013. Mr. Lee responded that the feedback Caddo receives each year increases by approximately \$2,000. He further explained that the actuarial results reflect an increase to 20.5% which is a small increase from what it was. Regarding staffing and business services, he asked where the 23 bookkeepers are located (Central Office or school site.) Mr. Lee explained these are the bookkeepers and clerical persons in the Finance, Accounting, Accounts Payable, and Payroll areas.

Mrs. Crawford asked about the reduction factor and if this means we will go to a 7-hour day and if so, what will be the hours? The superintendent said staff has not determined that at this time and everything is preliminary. Mrs. Crawford asked if she understands we will be adding an hour and the superintendent explained we will be adding another class period to the day, not another hour.

Mr. Ramsey asked Mr. Lee if any assumptions were made in the preparation of this budget that are contingent upon board approval? Mr. Lee said everything is contingent on Board approval. Mr. Ramsey said he is referencing legislative action or other board action, and Mr. Lee said the only thing would be any adjustments in the MFP funding. Once everything goes to the Legislature and if BESE approves what is sent through, there could be an impact on the budget. Mr. Lee also added that the staffing formula could possibly change, i.e. change in block schedule for high schools. Mr. Ramsey asked about Phase 3 of the Vision 2020 Plan and the discussion on the closure of some of the schools. Mr. Lee said that will actually be the following year budget and this year's budget reflects reopening J.S. Clark. Dr. Dawkins also noted that Phase 3 of the Vision 2020 Plan will not impact this budget since most of Phase III was contingent on a bond issue. Mr. Ramsey said he believes this needs to be made clear to the public.

Mrs. Armstrong asked about the staffing formula for instructional services and reduction of 111 teachers? Mr. Lee said that is correct and is largely due to block scheduling and will be addressed through attrition. Mrs. Armstrong noted that block scheduling continues to be referenced as if it is a done deal; and at this time, that is not the case. She also asked if any other consideration has been given to closing Building 6, moving the operation to another building and placing Building 6 on the market? Mr. Lee explained this is not reflected in the budget at this time; and the savings will not be significant since you will not lose employees, which is the biggest cost. He also said if we sell the building, the money will go into Capital Projects, and any savings you might see would be in operational expenditures, i.e. utilities.

Mrs. Crawley asked if Caddo goes to a seven period day and doesn't increase the length of the day, does it mean students will be in each class shorter periods of time and would we go to school more days? Dr. Dawkins said no, because there is a seed time and a waiver with the state because the time is not the same. He further stated there are some schools that attend an additional hour each day; and since we negotiated incentives with the state, the staff will work with them on this. Mrs. Crawley asked if she understands correctly that the superintendent will bring a plan to the board, but at this time is explaining to the board how the budget will be affected? Mrs. Crawley asked for staff to look at the savings if all travel involving General Fund is restricted other than in-state and students or teachers receiving awards and will the savings be close to \$600,000? She asked if out-of-state General Fund travel could be suspended for a year so we could give teachers the \$200 M&S?

Ms. Trammel asked about instructional services and the adjustment for K-8 middle school principals? Mr. Lee responded that staff is looking at this. Dr. Dawkins announced staff just received a recommendation from Jeff Rahmburg and it will be figured in the cost.

Mrs. Bell said this is a good budget, but it is not a true budget since we do not know the MFP amount, we don't know how vouchers or charters will be implemented, and it is important to know answers to these questions because it will affect our budget. Mrs. Bell also asked if four additional charter schools are added, could this mean Caddo's budget would be affected by about \$20 million? She said it is important to understand what will happen all across the state and asked Mr. Lee the cost to run the whole system? Is it \$378 million? Mr. Lee said \$378 million is only the General Fund, and does not include Title I funds, Federal funds, Capital Projects, and other Federal/State monies which brings the total amount to approximately ½ a billion dollars. Mrs. Bell also asked about the \$285 million in instructional services and if she understands vouchers, charters, and virtual schools will affect everything that is run in the district?

Mr. Riall asked Mr. Lee when will the MFP amount be known? Mr. Lee responded possibly next week when BESE decides on the formula that will go to the Legislature. Mr. Riall asked about the \$5 million reduction of the remediation program. Mr. Lee said that is the line item for the target school incentives.

Mr. Ramsey said he believes going through the budget process is very critical and there will always be some unexpected events during the year; however this exercise gives the staff and board members an opportunity to see where we are and where we need to go. He said he believes that in previous years this process began too late resulting in the board going through some contentious board meetings to get a budget approved. He added he believes this process gives the public a better view of what must be done to address the budget each year and he believes it needs to be done for a three to five year timeframe. He encouraged everyone to be prudent going through this exercise and determine what we must have and what we can do without. While he understands this will not be the final budget in April, he believes this affords the opportunities to discuss and ask needed questions. Mr. Ramsey also commented that even though it is not known at this time how vouchers will impact the budget, he believes there is a

good feeling that it will happen; and asked the superintendent and Mr. Lee if they agree we need to add a line for vouchers as was done for the charters? He also referenced funding for virtual school components and a component to better address the needs of middle school and over age students and asked if these were considered in this budget? Mr. Lee said they have not been figured yet, but staff is still looking at this.

Mrs. Armstrong asked Mr. Lee about the Business Services and the \$98,000 adjustment in fees? Mr. Lee explained they are fees relative to workers compensation. Mrs. Armstrong asked about the School Telephones and the \$103,000 budgeted amount, and Mr. Lee explained the increase is because they no longer qualify for the ERate rebates.

Miss Green asked about the cut last year in the maintenance staff and budget, and Mr. Lee responded that the part-time custodians were cut. She also stated if there is any money left over, she believes we need to look at bringing them back. Dr. Dawkins said staff will look at this along with other areas, i.e. increased fuel costs.

Mr. Pierson asked if any provision will be made in the budget for VYJ? Mr. Lee explained only the \$30,000 we had in the budget for this year. Dr. Dawkins reported that a meeting was held with VYJ representatives relative to some reorganization in process; and hopefully we will have a clearer understanding of the relationships in this area and what needs to be done. Mr. Pierson asked, in terms of savings, about natural gas for buses and would this be a savings? Dr. Dawkins responded that with the rise in fuel costs, this is certainly something staff needs to look into. Mr. Jones stated that at this time there is only one facility in the area that can refuel buses and staff has been waiting to see if additional outlets for natural gas are placed in the area, since it takes approximately five to six hours to refuel a gas bus which is another factor to consider.

Mrs. Crawley asked about the \$40 million figure referenced in comments about charter schools and \$5 million for MFP with charter schools, because she doesn't believe this is balancing the money received per child with the money we save since we don't need as many teachers, we are not paying utilities, etc., if the money is to follow the student. Mr. Lee said that was the point and we would have needed tremendous layoffs to cover the \$40 million a year, but believes it was a good investment since it kept us from laying off a lot of positions. Mrs. Crawley said she is not arguing that point, but she is only attempting to figure out if it is really going to cost the District \$40 million? She is interested in a true and accurate number. Mr. Lee reminded her also that it doesn't matter, because if the students are enrolled at the charter school on October 1 and then return to Caddo, Caddo does not get the money, but it stays with the charter school.

Mrs. Bell asked how much will the state pay per student in the public schools and how much will they pay per student in the charters? She also asked if a student is removed from the charter school, do we get the remainder of the money that went to the charter school, and does the local district receive any money from the state for a private school student that enrolls in the public school system? Mr. Lee explained that it all depends on the two count dates, October 1 and February 1. If a student is in Caddo before October 1, we get the money; if not, we don't. He also added that at this point, private schools are not getting the money, but if this happens next year and vouchers are implemented, then the private school receives the money from the state. Mrs. Bell asked for clarification of a student dropping from a charter in November and enrolling in Caddo, will Caddo receive any money for that student? Mr. Lee said that would be included in the February 1st count and there would then be some lag time before we received any money.

Mr. Riall asked why are we reducing the number of bus drivers when he daily gets calls about bus drivers not showing up to pick up students? Mr. Lee said those are vacant positions that we have not filled for savings reasons.

Mrs. Crawford asked if the grants the District receives are a part of the General Fund or a separate fund? Mr. Lee explained they are not a part of the General Fund unless it is a Federal Fund and they pay the District indirect cost money.

Mr. Ramsey asked Mr. Lee what assumption was made for the MFP dollars? Mr. Lee responded that staff based it on the current level of funding per student that comes to the General Fund. He further explained that a small portion is broken out for the minimum amount required to go the Child Nutrition Fund. He said at this time, we are not expecting an increase in the per pupil cost or that we expect to see 1,000 new students, but Child Nutrition has a \$4 million fund balance and operated \$1.5 million in the black last year, so the portion allotted to Child Nutrition was left in the General Fund last year. Mr. Ramsey stated that is the sign of a good budget man.

Mrs. Armstrong asked about the \$350,000 operation expense increase in transportation costs. Mr. Lee said the majority of that is the expected rise in fuel costs. Mrs. Armstrong asked when will FuelMan be up for rebid and Mr. Lee responded he will get that information from appropriate staff and provide it to the board. Mr. Lee also explained that some additional maintenance costs are included in this expenditure.

Mr. Lee said in the comments about MFP, he still stands by his statement that we should have something next week; however, BESE proposes it to the Legislative body and until they accept it, that amount is not definitive.

Mr. Ramsey shared his appreciation to Superintendent Dawkins and the staff for their work and that he would like to see this every year. Mrs. Armstrong echoed Mr. Ramsey's comments.

Dr. Dawkins announced that staff is available to board members who may have questions.

There being no additional questions, the budget work session adjourned at 12:59 p.m.

March 6, 2012

The Caddo Parish School Board (CPSB) met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, March 6, 2012 with President Steve Riall presiding and Board members Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell present representing a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Trammel led the invocation and Pledge of Allegiance.

As a point of personal privilege, Board member Hooks announced that the following students from Fair Park participated in the Regional Science Fair, the first in 40 years: James Collins, Derek Johnson, Abigail Ibara, Jecario Moore, and Breanka Stewart. Mr. Hooks also announced that today was declared Morris Claiborne Day, and Morris Claiborne is a graduate of Fair Park. Superintendent Dawkins announced that these students will be formally recognized at the March 20th CPSB meeting.

VISITORS

Bessie Smith, Stoner Hill Neighborhood Action Group, stated that she is here today to get an understanding of the proposal to change their voting district. She said they want to remain in Precinct 64. She said many years ago children were forced to leave Valencia to attend Byrd High School. Even though they took on the challenge with great hesitation, they made Byrd High School their home. She further stated that now in 2012, the students are again being forced to follow a new redistricting plan. Mrs. Smith said it is believed that it is in their children's best interest that members of the CPSB develop a redistricting plan where the children will remain in their precinct and continue at the same high school – Byrd High School. Mrs. Smith encouraged board members to please vote for Plan 13. Mrs. Smith also recognized other members of this neighborhood group present at the meeting.

Sandra Townsend, Anderson Island resident, along with others in that neighborhood expressed their concern for the children in their area that attend Byrd High School and they desire for Precinct 8 to remain in CPSB District 4 to ensure that the children's interest are well represented and remain in the current board member's district.

Howard Allen requested that members of the CPSB vote for the District Plan where they will remain in District 4. He said he feels it is important since children are zoned to attend Byrd High School and that it remains as it is. Having visited with Dr. Gary Joiner, Mr. Allen requested that Superintendent Dawkins, School board Chairman and members, honor their wishes and vote for Plan 13. A packet of petitions was presented for the files.

Monica Johnson expressed her appreciation for the assistance she received from Curtis Hooks, District 5 and how expeditiously she received an answer to.

Cleve Arkansas shared his concern about the amount of programs teachers and students have to endure only to find they are being shut down before his work is completed. He shared that after Fair Park was declared an AU school, there was a program put into place in an effort to help students; and how adjustments have been made since its implementation, and even now that the District will return to the original 7 period schedule. In discussing the budget, he believes he has heard board members say they have put money into these schools without any results; however, he believes if the board will allow a task (program) to be completed, better results will be seen. He encouraged the board to consider if decisions are about education or budget, because the system operates from taxes and there will come a time when the district will have to generate

revenues and maybe it is necessary to return to basics to better understand this. He asked the board to carefully reconsider this proposed change.

Edgar Rogers, 1974 graduate of Booker T. Washington and now with a local motion picture production company, is in the process of getting Booker T. Washington on the National Registry of Historic Places. He shared with the board the copy of a letter required from the CPSB stating that the Board is aware that he is pursuing this project. He said it will not cost CPSB anything and is only a designation of the historic nature of Booker T. Washington High School. He said there is a national team organized to work on this and make certain it is done in a professional manner. Having received a letter from the president of the board, the state responded that it was not quite what they were requesting, and this revision will meet that specification.

CPSB REDISTRICTING PLAN

Superintendent Dawkins introduced Dr. Gary Joiner who shared with the board those plans for the CPSB that have been developed since the Caddo Parish Commission adopted their plan, CPSB's point of beginning. He reminded the board that the Commission adopted Plan 9, a plan that will not work for the school board because it places multiple members in some districts. Dr. Joiner explained that the difference between Plan 10 and 13 and 14 are Districts 5, 7, 10, 11 and 12 are identical plans. Plans 11 and 12 are interim plans; however they are viable plans and all have their own differences and all reflect board input. Further, if Plan 13 or 14 is selected, a letter from the Department of Justice is required explaining that Districts 1 and 12 are beyond the 5% variance. He announced that the total deviation is 10.44% as opposed to 10%. Plans 10, 11 and 12 are below the 10% and beyond that, it is the board's preference. He said the question was raised prior to today's meeting if two precincts can be swapped (Precincts 138 and 166) and it is this way in Plans 10 and 11 and this option brings the variance below the 10%.

Ms. Priest stated that in working with the census, one of the things they know is that every 10 years political subdivisions must do a redistricting plan. When the board votes on the voting precincts, it will be the precincts for the next 10 years. Ms. Priest said her concern is it is important that the board be extremely careful when other political bodies, especially when the State Legislature begins gerrymandering, begin to attempt to suit political purposes, because it can cause problems. She said she would hate for the CPSB to move into gerrymandering, and reminded everyone that the board's main focus should be a redistricting plan and staying within the variances and differentials required for each district. Ms. Priest said each member of the board had to give something up or take something into their district and clarified that the redistricting plan and attendance zones are two different plans and she believes this has been confusing. She encouraged the board to come together on this.

Mr. Rachal asked about the total population in District 9 in the last census and what it will be now? Dr. Joiner said that District 9 has a population in all the plans presented of 21,929, and the ideal number is 21,247, which is well within the range required. Mr. Rachal asked what was the previous number? Dr. Joiner said he did not have the current plan; but, District 9 was 30% high. Mr. Rachal reiterated his comment when this process began months ago that it would be nice if the board began with a blank piece of paper and have Dr. Joiner draw what the board would perceive to make sense. With there being obvious guidelines at the Federal and State levels, and too much change at the Parish Commission level, it makes it difficult for the CPSB's process. He said he would like to believe that those in another district than his, he only hopes that they feel like he represented them well and understand that this change is only the nature of the beast and must be done. Mr. Rachal asked that the superintendent and staff, once a plan is approved, to get the information out to the public via the local news media.

Ms. Trammel said in talking about the voting districts and not the attendance zones, the board is deciding on their individual voting districts. Ms. Trammel's question was answered in the

affirmative, and Ms. Trammel said she is confused. Ms. Priest said today the board is voting on a map to redistrict voting precincts. This has already been considered by the City Council, and the Parish Commission, and today the board is considering the reapportioned voting precincts for the next 10 years. She further explained that precincts are determined on population and the shifts in population in Caddo Parish. At this time, with the majority of growth in Mr. Rachal's district, Mr. Rachal became the major donor.

Mrs. Crawley asked President Riall to read the petition circulated in which it was clearly stated that they are not confused about what is happening today, but they are saying they want their voting district to be the same as the district in which their children attend school. She said not everyone in the parish can have this; however, if a student is already there and it is not an absolute necessity, then don't change it.

Mrs. Armstrong moved, seconded by Mr. Hooks, that the CPSB approve Map 15 to be created using data on Map 13 and changing precinct 166 to SB District 2 and precinct 138 to SB District 1.

Mrs. Armstrong stated that in the discussion, it appears that all board members are donors and it seems to be the most practical plan to have as close to what was already in place. She encouraged the board to support this map with the noted change and move forward.

Mrs. Bell made a substitute motion, seconded by Miss Green, to postpone action on the redistricting plan to the April CPSB meeting.

Mrs. Bell said she brings this motion because rather than amending the plans, it appears there are some issues with various areas and she would like to address the issues presented and bring forth a plan that is agreeable with all board members. She also encouraged the cease of giving out misinformation, because some speakers referenced they want their children to continue to attend Byrd and this has nothing to do with attendance lines and where students attend school. Mrs. Bell said because Dr. Joiner indicated there is still time, she would like to see all questions and issues resolved and one map brought forth that everyone is in agreement with.

Miss Green apologized to fellow board members for those things in the plans that she did not understand and she agrees with Mrs. Bell's comments and that waiting until April will allow time to get these issues corrected.

Mr. Pierson said he believes those things that concern him have been spoken. He stated that when he ran for the School Board, and for the Commission, he based his candidacy on honesty and integrity, and that those he serves will get the best and most truthful information. He said he believes there are some people who were deceived and are worried about where their children will go to school, and were deceived to think that because another representative would represent them since they would be in District 3 rather than District 4, which is far from the truth. Mr. Pierson said he hopes they understand this is not the case and everyone has to give or take based on the population and no one is guaranteed anything. He added that the issue will be between District 3 and 4, because District 4 wants to remain as it is and give District 3 a small peninsula where he knows that those in that peninsula will have the same issues as those in Stoner Hill and Anderson Island, if they want their children to attend the same school that their school board representative is in. If so, do we have to come back and make it like they want it or does the board look at making the numbers in accordance with the appropriate variances, and who represents a precinct may change, but where the children attend school will not change. Mr. Pierson noted an email that he received from an Anderson Island resident and he responded to issues by saying that while he is elected by a district, he represents every child in Caddo Parish, and he has no picks and chooses since the decisions made by the board affect the entirety of

Caddo Parish schools; and if there are board members that don't feel that way, then the board has a long way to go.

Mr. Ramsey moved, seconded by Ms. Priest, to call for the question on all motions on the floor. Vote on the motion to end debate carried unanimously.

Vote on the motion to postpone carried with Board members Riall and Crawley opposed and Board members Green, Pierson, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Mr. Rachal moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the special session adjourned at approximately 5:30 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

March 6, 2012

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 5:48 p.m. on Tuesday, March 6, 2012 (following the special session) with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were omitted.

ESTABLISH THE AGENDA FOR MARCH 20, 2012 CPSB MEETING

Superintendent Dawkins presented the proposed items for the board's consideration at the March 20, 2012 CPSB meeting and the following discussion ensued.

2004 Bond Projects. Dr. Dawkins explained that any savings/funds remaining from the 2004 bond issue are to be used for lighting retrofits. Steve White added that the projects being recommended as a result of the savings from the last series of bond projects (finishing of air conditioning projects) and with \$690,000 under budget, it will allow three additional schools lighting retrofit projects to be completed and only three schools remaining to be completed. Mr. Rachal asked if it is possible to postpone this item since there are some other things coming to the board. Dr. Dawkins said at this time, he believes we will know additional information before the board votes.

Critical Capital Projects. Steve White explained that these are capital projects performed each year at request of the schools and staff is recommending these projects for the coming year along with the design professionals for each of those projects.

Mrs. Crawley asked if staff is working on the Byrd parking lot situation? Mr. White explained that staff is working on this; however he does not know if it is the solution expected. He said the cost for resurfacing the student parking lot is \$200,000-\$300,000 and the asphalt parking lot also needs resurfacing; and at this time, the new student parking lot is not in capital projects. Mrs. Crawley said that causes major heartburn for the community. Superintendent Dawkins responded that staff is looking at options that might be available. Mrs. Crawley also asked Dr. Dawkins if he was aware that when the Southwest Appraisal Team visited Byrd to do an evaluation, they noted that it was unsafe and that the parking was a major safety factor, so she is still looking for a solution to this for the students' safety.

Ms. Priest requested that staff provide a spreadsheet with information beyond the name of the designers to include what they may have done in order to insure that their employees are reflective of the community, etc.

Mr. Rachal noted there are many line items with a lot of money and he notes there are a number of schools listed with building controls and he would like to know what type of building controls. Mr. White responded that they are primarily HVAC controls that are computer generated and internet accessible and staff can receive notifications relative to lighting problems, if elevators are functioning properly, etc. and is similar to what is installed at Donnie Bickham. He said it also allows staff to check individual room temperatures when there is a complaint, to assess problems that may need addressing, as well as energy savings as outlined in the Parsons Study. At this time, the five schools with the worse energy systems are scheduled to be addressed; and at this time Byrd is also scheduled to be addressed but it needs more work beyond the others, i.e. getting upgraded HVAC system. Mr. Rachal asked if this is along what he began requesting approximately five years ago and if it has any impact on options in the future for a

complete RFQ for energy conservation throughout the district? Mr. White said it is along the lines of his request and staff has looked at several options for energy conservation savings and staff believes this option is the best option at this time, with the Caddo Parish School System recouping all the savings. Mr. Rachal asked if the controls being put in are being placed on systems funded out of the 2004 bond issue. Mr. White said it is strictly controls for those units and not replacing any air conditioning equipment; however, some of the schools had air conditioning units and the 2004 bond issue was designated for replacing window units and areas that were not air conditioned. For example, Captain Shreve had an existing chiller/boiler package and it has not recently been renovated and part of the package in adding these controls will be to pull the existing equipment, clean the coils and make certain it is running at peak efficiency, and if there is any indication that any part of the equipment is in eminent danger of failure, then these things will be corrected during the project, but it is not a wholesale replacement of equipment. This is only to replace controls and to give a non-proprietary type control that will continue to operate if units have to be replaced. Mr. Rachal asked if the systems replaced with the bond issue funds were replaced with these type controls? Mr. White said they were not, but a manual control with on-off and manual override, and these will not be removed and discarded. Mr. Rachal noted his understanding of the savings, but asked if it really costs \$500,000? Mr. White responded that the \$500,000 is the complete package and includes pulling equipment, replacing valves as needed, making sure the equipment is running properly and efficiently and that we are getting the peak energy savings possible. Mr. Rachal asked about the furniture and equipment and the number of different budgets from which these type purchases are made? Mr. White said although it is listed as furniture and equipment, the majority of it is equipment and about \$300,000 of the amount is handled by Purchasing for furniture, a majority being Information Technology equipment. Regarding IT, Mr. Rachal asked if there a long-term plan for this so we are not band aiding this? Mr. White explained that while he cannot answer that question, but maybe IT can, he does know that the IT data infrastructure is being funded by the QSCB dollars, with all high schools, middle schools and K8 schools being completed. It is anticipated that all the elementary schools will be completed over the next two years.

Miss Green asked Mr. White about the foundation problem at Pine Grove, and Mr. White explained that with the drought we experienced last year, one side of the wing is landscaped and watered significantly, but on the other side of the building, there is no landscaping and no attempt to water that area. As it dried out with the drought, the clay as it dried and settled resulted in the building settling and causing cracks in the walls. Staff is proposing a foundation stabilization whereby pipes are placed in order to flood (reverse French drain system) to keep the clay saturated and as the foundation/building moves back into place, the cracks can be repaired. Miss Green asked if this is similar to the problem experienced at Northside and Steve White said it is. She also asked Mr. White how many years does he believe it will be before it happens again, and Mr. White responded it should be a permanent solution since this solution is creating a well that will hold an amount of water below the ground and the holes in drain will provide moisture back into the ground. Miss Green asked about Phase II of the paving project at Green Oaks. Mr. White responded the parking lots on the East and West have been repaired and this will be the bus loop that is faulting and separating. Miss Green asked if it will be done over the summer and Mr. White said that is correct.

Mrs. Crawford asked if that is the same thing that will be done at Arthur Circle's foundation? Mr. White said it is. Mrs. Crawford asked about Title IX at Captain Shreve? Mr. White explained that it is bringing the girls locker room up to par with the boys' locker room. Mrs. Crawford also asked about the guillotine windows in the new wing at Byrd and Mr. White responded that he understands it was a lack in design on the spring that holds the window up and staff can look at a retrofit to the windows that will correct this situation. He further explained that the lips are attached to the framing and then the brick is laid over it, so if we replace with a similar window, all the brick would need to be pulled off, thus staff is looking for a fix for the windows and will bring to the board a recommendation for fixing all the windows.

Ms. Trammel asked Mr. White about the concrete covering at Woodlawn and how it will be covered. Mr. White responded that this was a request from the school as a result of the consolidation of the 7th and 8th grade, and they are recommending placing an aluminum covering over the concrete and give the place for ROTC drills in inclement weather. Ms. Trammel also noted that in humid, damp weather, there is also a problem with the concrete sweating, and this causes some dangerous slippery situations for students. Mr. White said there are numerous locations in the parish with this scenario and it is a result of the type finish that is used on the concrete.

Mrs. Armstrong asked Mr. White about the salaries and benefits for the Construction Department and noted that she asked the question a number of years ago relative to project managers. She said staff reported that when the work was complete on the buildings, then there would no longer be a need for project managers. She asked if these employees can be used for these type capital projects even though we are not building buildings at this time, and that these positions are still needed? Mr. White said the department has lost one construction supervisor that has not been replaced, and at this time there are two project managers and two construction managers, as well as two secretarial. He noted that anytime there is construction to this scale, it is important to provide adequate staff to cover monitoring this. Mrs. Armstrong asked if the salaries and benefits cover the entire department? Mr. White responded that the entire department has been moved into Capital Projects and out of General Fund, and it is allowed by supervision of these projects, both in the capital projects fund and what has moved forward under the Capital Construction Bond Issue and the QSCB. Mrs. Armstrong asked if she understands the department staff consists of himself, two project managers, and secretarial. Mr. White said that is correct.

Renaming Wing B at Shreve Island for Dr. Kerry Laster. Mrs. Crawford explained that she is asking that a resolution be submitted for this item. Mrs. Crawford said she is collecting information from the school for inclusion in the resolution and a proposed resolution will be submitted for consideration.

Compensation for K-8 Administrators. Dr. Dawkins stated that staff has received a recommendation from Jeff Rahmberg and staff is currently assessing and will provide a recommendation to the board. Mrs. Armstrong asked the superintendent if this compensation is from the General Fund and will they be compensated to at least the same rate as the middle school administrators. Dr. Dawkins explained that recommendation is what the board members are looking at the current time. Ms. Priest stated that a memo was submitted on January 20, 2012 that was a response from Rahmberg, Stover and Associates saying they prepared the response addressing concerns expressed by K8 principals regarding the new salary schedule. His response also included that while they understood the concerns expressed, the proposed salary for K8 principals is consistent with the market. She further elaborated on Mr. Rahmberg's response to say they believe what is in place is appropriate for building administrators. At this time, Ms. Priest said her concern is the District went through a compensation study and anyone can come forth and say they are not being compensated fairly and asked if anything was received from the K8 administrators or did HR receive anything relative to grievances on this matter. Dr. Dawkins said that HR did receive a formal request from these administrators and information received outlined everything by Rahmberg; and is why staff is reviewing this information very closely. Ms. Priest asked if anything has changed since January 20, 2012? Superintendent Dawkins said there is an appeal process and Mr. Rahmberg is the third party administrator and nothing has changed on the schedules; however employees do have the right to an appeal and staff will bring a recommendation.

Mr. Hooks asked if he understands correctly that Mr. Rahmberg looked at this and realized it was a mistake? Dr. Dawkins said Mr. Rahmberg looked at it and said he would like to reconsider it.

Proposed Revisions to CPSB Policy GBCB-R Staff conduct – Notice of Criminal

Proceedings. Dr. Dawkins explained that this revision is a result of state law regarding employees reporting criminal proceedings to the employer. Mr. Abrams explained that this was on the agenda last month and was approved by mistake, pulling the wrong item from the agenda (request for hearing under GBCB-R). He said another proposed revision was suggested to him whereby other employees would be included in the revision; and since it was not done in time, he asked that it be postponed and the other agenda item was actually postponed. He shared the additional revision to add a line that if a school board employee is driving a school board owned vehicle, this information must also be reported to their immediate supervisor. Mrs. Bell asked Mr. Abrams if Human Resources is responsible for doing background checks? Mr. Abrams responded that is correct; and this item is relative to the policy that stipulates if an employee is arrested for any crime, then it must be reported within five days. The Legislature passed legislation that went into effect January 1 that says if an employee is convicted of certain crimes (child molestation, carnal knowledge, etc.), they must be reported within 24 hours. Because the list was so long and Caddo had a policy for five days, this policy will require an employee to comply with the statute which includes everything. Mr. Abrams further explained that relative to Transportation, Caddo's policy had a revision that violations did not have to be reported that were minor traffic violations; however bus operators did have to report these. The question was asked about employees driving other school board vehicles and a board member asked that this verbiage be added to the policy.

Approval to Begin the Process of Applying for Green Cards for Eligible International

Teachers. Mrs. Crawley asked if this is different than the H1B visas and is a step toward something more permanent? Dr. Dawkins said it is and referred to Mr. Abrams for a further explanation. Mr. Abrams explained that H1B visas are basically where the District made a decision to address shortages of certified teachers in areas where there was a need. He also stated there are employees who are interested in obtaining a Green Card and have met with administration. Caddo desires to use as many as possible and also noted that the issue with the Department of Labor has been resolved and approximately \$400,000 has been set aside for any possible Green Cards. He added that legal fees are not included in this amount, but he believes since they were designated, they can be used for a portion of this expenditure and set aside to do so.

Mr. Ramsey stated his impression that Caddo is moving forward in this process and Mr. Abrams responded that staff has for the last several years followed a process that most would want to go through the Green Card process; and now that Caddo has its own attorney on board to deal with immigration, Caddo knows that we should be paying the District's portion of the fees and when the Board receives requests that they are interested in staying and they need their Green Card to continue their employment, then it can be a process completed all at one time. Mr. Ramsey asked about the cost per person and Mr. Abrams said he does not have a cost per person at this time, and is why he is suggesting that funds in that reserve be earmarked to pay for Caddo's portion, which could possibly be in excess of \$1,500 per teacher. Mr. Ramsey asked Mr. Abrams if he foresees any problems in getting approvals and Mr. Abrams said he could not say what the Immigration Services will do, and no one can be guaranteed a Green Card. Because of massive teacher layoffs in various areas, Mr. Abrams further stated the shortage in the United States is not near what it has been in the past. Mr. Ramsey asked if whatever support the CPSB offers will be a plus for these teachers? Mr. Abrams said he believes the Board's support will be good and if the Board does support, we can move forward.

Mrs. Armstrong asked about the period of time in which they will be eligible to continue in the country once they have a Green Card, and how long does it take to get a Green Card once the process begins? Mr. Abrams responded he does not know how long, and it could take several years; however, it does help them remain in the United States during the process; and once they

get permanent status, they also no longer have to stay with Caddo Parish. But, as long as they are being sponsored by Caddo, they will stay with Caddo. Mr. Abrams also explained that when they receive a Green Card, they have permanent status; and if they choose, the next step would be citizenship. Mrs. Armstrong asked if the Board's Immigration Attorney has changed? Mr. Abrams explained that the Board approved RoShonda Rhodes with Immigration Services when she applied during the last RFP process for legal services. Her rate is approximately \$100 an hour less than the previous attorney in Austin. Mr. Abrams added that Mark Murov is still used for the H1B Visa status since he has dealt with these for us in the past and will make sure they remain current, but he will not handle the Green Cards.

Mr. Rachal asked if the legal fees could differ from one to another? Mr. Abrams said absolutely and there are different circumstances, i.e. when they apply, differences in areas of specialty, etc. He further explained there is a difference in the employer's fees (which are mainly upfront fees) and the fees that the employee is responsible for paying. Mr. Rachal asked if there will be any changes in the employer's portion, and Mr. Abrams explained that it will be based upon what services are required and are necessary for the attorney to do in the three to four step process. Mr. Rachal asked if additional guidelines need to be included specifying what the costs include so that the Board does not incur what could be an enormous amount in fees and some more than others? Mr. Abrams further explained that the attorneys work at \$175 an hour and once an attorney has begun the process, we must move forward. He said he does not expect the Board will incur extraordinary expenses associated with this, but he can provide the Board with quarterly reports relative to the expenses, etc. He also reminded the Board that it has already invested a lot in the H1B Visas and he doesn't believe what is required now for the Green Cards will be as much as the H1Bs, and there is a reserve that was set aside for the labor dispute that can be used. Mr. Rachal asked how much is left in the reserve and Mr. Abrams responded he believes it is in the neighborhood of \$300,000 plus. Mr. Lee said while we began at \$400,000, he doesn't believe more than \$50,000 was spent. Mr. Rachal asked if we will be doing 30 at a time, and Mr. Abrams said we will not because it is based upon time and expiration and it would be impossible for the attorney to do this many at one time, and there will not be one big bill. Mr. Rachal asked who will do the negotiations in this effort and hopefully get additional money from what is anticipated? Mr. Abrams responded that the attorney has been hired. Mr. Rachal asked if there is not any negotiation if the volume appears higher than originally anticipated? Mr. Abrams said initially when someone applied, it was understood that there could possibly be a number of Green Cards and the Board went from \$300 an hour to \$175 an hour and the attorney knew of this potential up front. Mr. Rachal asked if through this process is it within the law to ask for any commitments from those that we sponsor? Mr. Abrams said that is something the Board cannot do.

For the record, Dr. Dawkins noted that the principals have been unanimous in their support of working with the Filipino teachers and that they have brought great value to Caddo's schools and we do appreciate and support moving forward with this.

Confirm Administrator of the Caddo-Shreveport Sales & Use Tax Commission. Mr. Ramsey asked if this is a full-time job/appointment? Mr. Lee responded it is and it was a unanimous decision by all on the committee, which included himself and Jeff Howard.

General Fund Budget Revision. Mr. Rachal asked if board members could receive the details on the additional expenditures (\$834,000) added since the current budget was approved. Mr. Lee referred to the page following which gives additional details of these expenditures.

Revision 2012-13 CPSB Calendar. Mr. Ramsey noted the revision to the calendars to complete the first semester before Christmas. Superintendent Dawkins stated that staff met with the representatives from the various organizations, and Kathy Gallant explained that after looking at the many requests that came in, it is being proposed to move the start date to August 13th (two

days earlier than originally proposed), and this will allow the first semester to end before Christmas. Mr. Ramsey asked about the changes in testing dates impacting the end date for the 12-13 calendar, and Mrs. Gallant explained that Spring Break was the week before testing which makes it very difficult to insure that everything is in place for the testing, so it is recommended that Spring Break be changed to March rather than April in order to allow for the preparation time. Mr. Ramsey asked if consideration was given to moving it further back? Mrs. Gallant explained there are additional testing dates (Phase I in March and Phase II in April) and this basically ties the District's hands to change it. Mr. Ramsey stated he believes it actually goes back to the argument of how much class time can students get in prior to testing and Mrs. Gallant responded that as much as possible. She also explained that the 2013-14 mirrors the 2012-13 calendar and reminded everyone that election year requires the schools to be closed on election day and this (coupled with an additional day for Fall Break) actually gives the students a four-day weekend. She also said this does not happen in 2013; however, both calendars presented complete the first semester before Christmas and the second semester is completed prior to Memorial Day. Mr. Ramsey stated his appreciation for this recommendation and he supports it.

Mrs. Bell asked if the End of Course Test is replacing the Graduate Exit test? Mrs. Gallant said it is for this year; and the State is looking to change it next year. Rosemary Woodard explained that the End of Course (EOC) testing calendar is set by the State and is the window for testing. She said in December on the AB Block schedule, only retesters are tested.

Dr. Dawkins asked that staff be allowed to add the 2013-14 school calendar to this agenda item for the board's consideration.

Locally Initiated Elective for Film Studies II. Mrs. Crawford reminded the Board that once this elective is approved by the Board, it can be offered to students in any of Caddo's schools. She also said she believes with all the films being made in the Shreveport area, it will do the District well to make certain that Caddo students who have the skills to work in this industry are afforded the opportunity to take advantage of it. Mrs. Bell asked if this is the same thing BTW is offering and has offered in the past through its Telecommunications Program? Mrs. Woodard said this is an Enriched course and is slightly different; however as soon as it is approved, BTW can add it to their program.

Revision to A.C. Steere Lease. Mrs. Crawford stated that this is something that has been discussed for a number of years and she believes it is her responsibility to share with the Board that there are some concerns since it is located on the school's playground. She further stated that Mr. Abrams indicated the City (who will cover the cost) will work with Caddo to make certain that the grounds remain safe for Caddo's students. Mrs. Bell stated that she understands; however, since this playground is part of a City park, there are a lot of people that will use it. Mr. Abrams explained that the City will have the lease and will be responsible for the liability on this facility. He also explained the City will use some bond money to get it completed. Steve White verified the recommended location for the proposed restroom on the A.C. Steere campus. Mrs. Crawford stated that when designed, she only wants to make sure that the students' safety is foremost in the decisions. Mr. White said he has not seen the design at this time. Mr. Pierson asked if this lease is an extension of the original 99 year lease? Mr. Abrams indicated that he believes the original lease has been extended. Mr. Pierson asked if the school will have access to this facility as it does the open-air gym? Mr. Abrams stated he is uncertain, because the City attempted to implement an agreement relative to how the School System could use the facility (which was never executed), and this restroom will be a public restroom which the School System should have access to. Mr. Pierson stated that even though the facility will be theirs, there are other facilities that belong to the City, yet there are restrictions on when they could be used, especially with it being on the school campus. Mr. Abrams said he understands this will be a part of the park area and it is a distance away from the school and will look more like the park. Mrs. Crawford confirmed Mr. Pierson's remarks and that there are signs located in the park area

that it is closed until 3:30 (during the school hours) and then it is open to the public. Mr. Abrams added that he will send something to the City Attorney to make certain that this provision is included in the agreement (similar to the playground). Mrs. Crawford shared problems that the school has encountered with the park being on the campus and that guidelines need to be in place similar to the playground. Mrs. Crawford left the meeting at approximately 7:12 p.m.

Mr. Hooks asked who will monitor the safety of the children? Mr. Abrams responded that during the school day, Caddo Parish Schools will be responsible for monitoring the students. After hours (school hours), we have an agreement that the City is responsible for security for the park. Mr. Abrams indicated that he knows we do not put security at the park. Mr. Hooks said he knows this is for the good of the children, but some will not see it this way, and it really needs to be monitored closely for the children's safety.

Approve the Transportation Audit Report. Mr. Ramsey stated that the board members have received the report and will be the backup, and he will be asking the Board to approve the recommendations of the Internal Audit.

Approval of Resolution of Assignment of Oil and Gas Lease. Mr. Abrams explained this resolution is the same one passed by the Board in January and the company submitting the resolution had an error in the resolution. The resolution presented in March for Board action corrects the error and needs Board approval.

Request for Hearing in Accordance with CPSB Policy GBCB-R. Mr. Abrams explained that this hearing is a claim of retaliation and the Board will make a decision as to whether or not it will hear it or accept staff's recommendation.

Approval of Request for Moving Forward to Place BTW on National Registry of Historic Places. Mr. Pierson requested that the Board move forward with the request to support placing Booker T. Washington on the National Registry of Historic Places.

REQUESTS

Mr. Hooks asked that staff provide him with a comparison of what is spent on capital projects/construction versus instruction.

Mrs. Bell asked staff to provide a report on a possible four-day school week and what savings the District might see if we went to a four-day week.

Mrs. Armstrong asked to move forward in establishing a definitive plan for scheduling classes for the next school year. She stated there is too much negativism with the current AB Block schedule and she believes that schools and teachers need to know what the schedule will be for next year so they can begin to plan. Dr. Dawkins noted this is a legitimate request and staff is currently working on this.

Ms. Trammel asked for staff to provide her information on who teaches penmanship to students? She said from the handwriting she has observed, it appears they are not being taught how to write.

CONFIRM THE AGENDA AND CONSENT AGENDA FOR THE MARCH 20, 2012 CPSB MEETING

President Riall announced that items 7.02-7.03, 8.03-8.14 and 8.17 are the consent items. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the March 20, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

Superintendent Dawkins stated that adjustments for the MFP were received last week from BESE and shared with the Board an analysis on what is different this year - \$1.4 million in additional costs that will be borne by the local school district. In addition to budget deliberations, he believes a time needs to be set aside to further discuss this. Mr. Lee reported that the comparison of current year's MFP with what is being proposed for next year and it is being reduced by approximately \$4 million. He noted those items totaling \$1.5 million that the local district will have to cover that it has not covered in the past will include Virtual Type II Schools, a special school district, Louisiana School for the Deaf and Visually Impaired, Louisiana School for Math-Science and the Arts and will be added to the MFP formula. Mr. Lee noted that some of the things are normal, i.e. \$2 million of the \$4 million reduction is due to local wealth (sales tax, property taxes increased).

Dr. Dawkins indicated there are questions about the legality of this move and Board members will hear more about the MFP.

Mr. Rachal said he believes the Board needs to add to the agenda a resolution to the Legislators pointing out this information, because he believes it is crucial that the local Board protest what is happening and fight back, letting the Legislative Delegation know where the local School Board stands.

*Mrs. Bell moved, seconded by Mr. Ramsey, to add to the agenda an item "Approval of Resolution on March 20, 2012 to the Legislative Delegation Opposing Unfunded Mandates".
Vote on the motion carried.*

Mr. Rachal asked if the increase/decrease (dollar for dollar) on how the local revenue affects the MFP? Mr. Lee explained it is a complicated formula; but they basically take Caddo's overall tax base (property and sales tax) and determine. Mr. Rachal asked for clarification and if we go up a \$1.00, does the state increase it by 20 cents? Mr. Lee responded there is no response for this, but when you have increased revenue from the same existing base, it affects the District, i.e. dollars from the Haynesville Shale.

President Riall asked that Board members contact staff members listed by the agenda items in an effort to streamline the regular meeting.

Mr. Riall announced that the next budget work session will be held from 11:00 a.m. to 1:00 p.m. on Tuesday, March 13, 2012 in the boardroom.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:46 p.m.*

March 13, 2012

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:00 a.m. on Tuesday, March 13, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

Mrs. Bell announced that the 5K Walk for Autism will be held April 7, 2012 from 9 a.m. to 12 noon starting at the Stoner Hill Boat Launch.

Superintendent Dawkins reported that he will be traveling to Baton Rouge to attend Legislative Committee meetings on Wednesday and Thursday and hopefully gain insight into what is happening in Baton Rouge relative to education. He said prior to this work session, he wished to clarify for everyone that the original plan for 2013-14 0 to improve facilities was contingent upon a bond which the board did not recommend bringing to the public. He further stated the schools being considered for changes that will not have changes, specifically for 2012-13, 2013-14 and beyond are as follows: Blanchard Elementary will continue as a K-5, Donnie Bickham will continue as 6-8, 81st Street and Mooretown will continue their preK programs, Vivian Elementary/Middle will continue as a K-8, North Caddo will continue as a 9-12, Oil City Elementary/Middle will continue as a K-8, and Herndon will continue as a K-8, with no construction of a new facility on the campus. He further clarified that there will not be construction of a new K-8 facility in Southeast Caddo Parish, Mooringsport will continue as a K-5 school, Timmons will continue as K-5 school and there will not be any construction of a new preK-8 facility in Western Caddo Parish. He also announced that Creswell Elementary will continue as a K-5 school, Barret will continue as a K-5 school no new construction on the campus; and Ridgewood Middle will continue as a 6-8 school. Dr. Dawkins also stated that in 2012-13 work will continue to liquidate vacant schools, abandoned buildings and unused properties, with Board approval; we will continue to use Capital Projects funds to address health and safety issues, as well as insure the energy efficiency of all facilities, continue to use QSCB funds to upgrade data, security and facilities; we will continue to work on the policy manual, and sell Building 6, relocating impacted staff.

Mr. Lee shared with the board a copy of the proposed 2012-13 budget and reported that since the last budget work session, staff has received the state MFP formula which resulted in a reduction to Caddo of approximately \$3.9 million. Of this amount, \$2 million was related to the local wealth factor and a little less than \$1.5 million for items not previously in the MFP formula but added by the State. He said in conversation with the State, another work sheet will be coming out in the next couple of weeks, but he doesn't see a big change in the numbers.

Mr. Lee noted that staff's next challenge was what we need to do to cover the \$3.9 million. In tweaking the proposed budget to make the necessary adjustments, Mr. Lee reported that the following items are already incorporated into the budget: i.e. targeted schools, block scheduling, Special Education. He reported that staff discussed additional cuts since the last budget session and since receiving information on the MFP formula; and at this time, has come up with additional items that will help cover the \$4 million, i.e. reassessment year in 2012 in Caddo Parish, reorganization of alternative schools, additional positions shifted from General Fund to IDEA fund, reduction in out of state travel, additional reductions in transportation and maintenance operations, reduction in Central Office positions, and security reductions. If the board approves the proposed cuts, it would mean a budget surplus of approximately \$200,000.

Dr. Dawkins also noted that the balanced budget proposed includes no layoffs. Mr. Lee further explained that any positions eliminated are positions that are presently vacant.

Mr. Ramsey asked the superintendent if outsourcing of various functions has been considered? Dr. Dawkins responded that staff has looked at some outsourcing; however, at this time staff believes it has the budget ability to do that. Staff is also looking at possible savings in areas of maintenance, custodial, transportation, alternative schools, etc. If desired, staff can go into further detail about its findings, but basically staff found a 15-20% savings in most budgets with outsourcing. Mr. Ramsey stated that he believes it would be worthwhile to look at some of these things, because he is convinced that the trend with the MFP and the State's direction will continue and we cannot continue to eliminate teaching positions if there is something else that can be done to cut expenditures and save money. Mr. Ramsey also suggested and asked at the last budget session about the impact of vouchers on MFP and the need for a separate line-item on the page listing items affecting General Fund. He believes it is necessary that something be put into the budget to establish an objective toward what needs to be done to meet these things. Dr. Dawkins responded that staff will provide this line-item and hopefully will learn additional information in the coming week that will provide a clearer understanding.

Mr. Rachal asked about the \$2 million reductions in alternative schools and how much was budgeted so we were able to cut \$2 million. Mr. Lee said this is in high school only and is about a 25% reduction from the \$8.5 million currently being spent. Dr. Dawkins added that Caddo spends approximately three times as much per child in the alternative program, and staff knows it can be done cheaper. Mr. Rachal asked staff to explain the additional cost and the mandated portion. Mr. Lee shared with the board a three-year comparison of factors having an impact on the General Fund, i.e. retirement costs. Mr. Lee explained that the amount spent for targeted schools over the three years was approximately \$11.2 million which included incentives paid to staff to work at the schools, implementation of new programs, and additional M&S. Mr. Rachal asked if nothing was budgeted, how is \$2 million being cut for 2012-13? Mr. Lee explained that the targeted schools are not the same as alternative schools. Mr. Rachal asked if he understands there was \$8.5 million budgeted for the alternative schools and approximately \$2 million is being cut. Mr. Rachal also agreed that vouchers are coming and it is not fair to the public if we do not address what is going to be reality. He also said he doesn't know if we understand the total impact, but it is something districts will be hit with. Mr. Rachal also asked if staff believes it has looked at every area for savings that does not have a direct impact on the classroom? Dr. Dawkins responded that staff has looked at a lot of different areas, and staff continues to look.

Mrs. Crawford asked Mr. Lee what percentage of teachers actually use the M&S money allotted to them? Mr. Lee responded that it never comes up to the total amount budget, but it is in the \$500,000 range. Mrs. Crawford asked if there is any money available, she would like for staff to look at putting the \$200 per teacher M&S back in the budget. Relative to vouchers and scholarships, Mrs. Crawford asked if she understands correctly that the money will follow the child, so it may not mean we will have a deficit. Mr. Lee said he would like to be able to say that, but if the Governor allows students with vouchers to cross parish lines, will be a different story. He also said we could see some money if we receive students from outside Caddo Parish.

Ms. Priest stated her agreement that in looking at the \$4 million in reductions, she believes it is important that we are more conservative and that everyone looks deeper so the impact is not so large that it creates a hardship. Regarding reductions already factored into the 2012-13 budget, Ms. Priest asked staff to really develop an aggressive cross-training with non-teaching positions. In the classroom, she believes it is important to develop an effective cross training and noted that other companies are doing this, as well as others in support personnel (in school buildings and Central Office). She also asked for an update on whether or not the board is receiving a true number of actual students since the dollars are following the students.

Mrs. Bell thanked Dr. Dawkins and staff for not doing a lay-off and asked the superintendent about vouchers and the need to look closely at this. She asked if the vouchers hit Caddo really hard, will there be a possible layoff? She also said she believes, based on what the Governor said regarding charter schools and private schools, that they will be relaxed on certification. Mrs. Bell asked if this should happen, will there be a layoff? Dr. Dawkins stated that it is premature to say that we will or will not, but he believes the suggestions have been good relative to placing a line item for vouchers in the budget and staff will account for that as close as possible. He added that after his trip to Baton Rouge, he hopes to be able to provide more definitive information.

Mrs. Bell stated she is concerned when security is hit, because she does not believe this area should be cut at all and asked if there is any way security can be left alone. Superintendent Dawkins responded that one of the positions is at Central Office and the other at a very low-incident school. He also stated that staff will take this into consideration, but staff believes that judicious decisions have been made regarding these security officers.

Ms. Trammel stated there is a need for security to remain intact for Central Office, and she is also concerned about the \$200 M&S for the teachers when we are already not able to give them a pay increase. She stated she feels very strong that we need to find a way to keep this in the budget. Ms. Trammel asked about the additional change of \$125,000 in Central Office staff reduction, and Mr. Lee explained that staff revisited this area and determined there were some additional vacant positions that could be eliminated; and he reiterated it is not a reduction of people, but an adjustment in the budget that eliminates vacant positions.

Mr. Hooks echoed the comments relative to security and the importance of our teachers and students being safe on our campus. He also stated his support of keeping the \$200 M&S money for the teachers in the budget. He also asked if staff has looked locally as to how at least a cost of living raise can be given to the employees. Mr. Hooks said if we want to attract and keep good teachers, it is important that the District reward them.

Mr. Pierson expressed appreciation to the staff for coming up with the proposed changes and doing what we can to not have any layoffs. He also echoed the sentiments for the \$200 M&S for teachers. Mr. Pierson asked how Haynesville Shale is affecting the School District, i.e. royalties and amount of revenue brought in. Mr. Lee referenced in the proposed budget the details relative to leases and royalties. In comparison to DeSoto Parish that received millions in lease bonuses, Mr. Lee said the majority of our properties were already leased and those that we received royalties on total approximately \$200,000. At this time, Mr. Lee also reported that Caddo still has some large properties, i.e. Carver, for which we receive royalty income. Mr. Pierson inquired about the fund in which this income is placed and Mr. Lee reported that it is placed in General Fund for Operations. Mr. Pierson said he believes we need to look at this together; and while it certainly may be in one account, maybe what is received in royalties can remain separate. He also stated his understanding that if we receive less money, the budget would need to be adjusted; however, in the meantime, he suggested that these funds be "rat-holed" for a time and determine what it does and how the District can operate without it.

Miss Green asked Mr. Lee if it is possible to look at the arts and music department budget, and Mr. Lee responded that he can make himself available to meet. Miss Green also commented about what was said relative to security; and when looking at how much money is being put into technology for security, which means she can go on Green Oaks campus and the principal is aware that someone is coming on the campus. Mr. Lee responded that one of the security positions is at Central Office and is actually a technician position and the other is at a school with low incidents on its campus.

Mr. Riall asked about an itemized description of the \$350,000 savings in Transportation. Mr. Lee said staff previously looked at bus driver positions and Mr. Woolfolk added that this is looking at Edulog to look at the routes to determine if we can continue to reduce routes, which will reduce gasoline usage, as well as possible better utilization of the 250 vehicles in place by posting them in certain areas of the District rather than employees having to drive long distances to work. Mr. Riall asked if the problem of buses not picking up students or being late has been resolved? Mr. Woolfolk explained that one of the bigger issues is not having ample substitute drivers and we have expanded to two and possibly three training sessions for drivers. He said the department does have in place a benchmark of not falling below a certain number of subs at any one time; and if it appears that we are, staff will schedule another class. Mr. Riall asked staff to explain how often these classes are offered? Mr. Woolfolk responded that previously they were offered once a year; however, at the present, it is at least two times a year or as the need arises. Mr. Riall asked about the possibility of outsourcing transportation in the rural district to an independent entity and what the cost might be, and Mr. Woolfolk responded that staff can look into this possibility. Mr. Riall asked Mr. Lee if we individualize Caddo schools, will each school operate financially in the black or do they feed off others? Mr. Lee responded that this is a difficult question to answer; and yes, there are schools that have different expenses than others. However, revenue is not allocated to each school and we don't operate some schools at a loss and others at a profit. When tax revenue comes into the district, it is received for the district as a whole and is not allocated to give certain percentages to certain schools.

Mrs. Armstrong stated that regarding security in the Central Office she knows adjustments have been made and suggested that improvements in security can be made without any additional people by having visitors sign in and the receptionist notifying that department so they can come greet them or that security can escort them to the appropriate department. She said this will eliminate people freely roaming throughout the building. Mrs. Armstrong said the employees in this building should not be fearful for lack of security. She also asked if, since returning from the Louisiana School Boards Association Conference, we have begun exploring the cost of chartering our own at-risk schools. Dr. Dawkins said staff is looking at the different types of charters, and the statute; and he and Mr. Abrams will be visiting New Orleans to get additional information on the charter piece. Mrs. Armstrong said she asks because she believes if we wait until too far into the Legislative Session that loophole will close, and she believes we should be pro-active before that door of opportunity shuts. Also, she noted that in years where the M&S piece was not in the budget, the board has reconsidered this option for the teachers, knowing how expensive it is for the teachers who want to be creative and add to their curriculum for the students. She said she hopes this \$200 will continue in the budget and that possibly the budget can be reduced in another area. Mrs. Armstrong also asked about the reductions in maintenance and Mr. Lee explained that the majority of that amount includes projects submitted by Steve White for six of the highest energy schools and the biggest piece is the amount that utilities can be reduced. Mrs. Armstrong also noted that the Parish did this many years back and saved a tremendous amount of money by centralizing. Mr. Lee added that he believes the goal is to see how it works at some of our locations that are the biggest energy users and if we see the results we expect, then we could possibly see more reductions.

Larry Ramsey asked the superintendent about the high school block schedule, discussions on a possible four-day work week, and having ample technology in place to cover all the elective offerings. In looking at a \$7 million reduction, he asked how this will impact the special programs, since electives will be the main classes affected and the programs are based on the elective offerings. Superintendent Dawkins responded that under this program, the block scheduling is a scheduling mechanism and it does not replace good teaching and good learning. He also explained that staff has considered all electives and what they mean to a school and the main complaint has been that teachers do not see the students every day. Under the Seven-Period Day, teachers will see students everyday and most of the programs will be maintained with maybe a few less options; and, staff has considered all this and does not believe we will lose

anything by going to the Seven-Period Day. Mr. Ramsey asked the Superintendent to ask more questions of those who are responsible for implementing the programs. Mrs. Turner explained that in comparing the AB Block, 4 x 4 Block and the Seven-Period Day, the difference in the offerings include an additional \$7 million cost for the AB Block and the 4 x 4, and no additional cost for the Seven-Period Day; 93 minute blocks for the AB and 4 x 4 Blocks, and 53 minute blocks for the Seven-Period Day which will not extend the day for staff. Mrs. Turner also explained that under the AB Block students would attend eight classes, under the 4 x 4 Block, students would attend four classes, and under the Seven-Period Day, seven classes. She added that a zero hour in the morning is a time that can be utilized for Dual Enrollment courses or other courses if the students so choose; and options available will be offered through flex scheduling. Dr. Dawkins added that staff continues to discuss and work with the principals and he believes this foundation information is important. Mr. Ramsey asked if any of the formulas include the possibility of a four-day work week? Dr. Dawkins responded it does not and staff is still gathering information on the four-day work week. Kathy Gallant reported that retired superintendent from Caldwell Parish addressed a group on the four-day work week which they implemented in the 2009 school year. She added while they are a rural district, he was able to share with the group the study, steps, preparation and savings they experienced by going to a four-day week. The majority of the savings they saw were not in contracts with people, but in fuel, electricity, gas. Mr. Ramsey asked if the idea of virtual schools has been dropped, and Dr. Dawkins responded we have not and that Caddo has approximately 200 students currently enrolled in virtual schools and staff is working to get the kinks out of it before opening up this program. Mr. Ramsey also added there is legislation on the table that will remove the local school district's ability to issue a charter to a provider.

Mr. Rachal asked about the various reserve funds in place and the amounts in each? Mr. Lee said there is approximately \$20 million in reserves with \$5 million being in the insurance reserve account, approximately \$1 million in the technology reserve fund, approximately \$15 million in the QSCB reserve, \$400,000 in the Filipino account, and a few smaller reserves. Referencing Mr. Pierson's comment about reserve funds, Mr. Rachal said he believes we have some funds put aside and with a board vote believes some of these funds can be used to offset the M&S amount. He asked if the Superintendent could look at this and the possible impact. Mr. Rachal asked about additional vacant positions that do not need to be filled? Mr. Lee referenced his report that there is approximately \$125,000 at Central Office in vacant positions. Dr. Dawkins added that staff is continuing to look at those areas where vacant positions are not needed and can be eliminated. Mr. Rachal commented that possibly there could be enough in vacant positions to cover the M&S amount without any impact on the budget.

Mrs. Crawford said that HB976 is the proposed legislation addressing School Choice/Vouchers. She also asked about the reported additional M&S for the targeted schools and if this amount came from General Fund or Title I? Mr. Lee responded it was from the General Fund. Mrs. Crawford asked why Title I Funds could not be used for this? Mr. Lee responded that in talking with the Title I Director about what can be done with Title I funds, everything possible that could be funded through this fund was done. Mrs. Crawford noted the reports that the board hears every year that Building 6 and other areas go through the catalogs to spend unspent funds in that current year Title I budget. She also stated her appreciation for the information on the Seven-Period Day and asked if students will still be given the same number of Dual Enrollment opportunities as they have with the AB or 4 x 4 schedules? Mrs. Turner explained that through flex scheduling, the District can offer some Dual Enrollment opportunities and it will be based on the needs of the student.

Ms. Priest asked about the \$300,000 in shifting positions to Federal funding and how many positions does this represent, and are these ongoing funds or are they funds for a period of time? Mr. Lee responded that it represents some behavior specialists (3 positions), and all Federal employees are temporary; however, since it is not coming from any specialized fund, but the

large IDEA fund we receive each year, it is hoped that we can continue to fund these positions from IDEA for at least the foreseeable future. Ms. Priest asked if, in looking at the number of departments in the Caddo System, we know how much money is spent in overtime and how overtime is managed? Mr. Lee said staff has looked at this before and can run the numbers for the board, but he believes the two largest places are with bus drivers and the extra trips, and possibly custodial/maintenance type positions.

Mrs. Bell asked if, since it is hard to find Core subject teachers, we have looked at online teaching from one school to another? Dr. Dawkins explained that some of this is taking place currently, but he believes the District needs to take more advantage of the technology from school to school in these classes. Mrs. Bell said staff is doing a great job in attempting to find additional funds; but she again encouraged staff to look at the land we own and if funds through these options might be a way that teachers can be given a Christmas bonus. Dr. Dawkins assured the board that as soon as the budget is completed, staff will be looking at ways to reward employees because he shares the same sentiments.

Ms. Trammel referenced the Governor's statement that excellent teachers will be rewarded, and she would like to know who will be rewarding (paying) them. Mr. Lee responded that ultimately the local board; and at this time, he doesn't know if there will be additional funds to commit to doing this beyond it coming from the MFP. Mr. Abrams said he believes the intent is to do away with the salary schedule the way it exists; and instead of the increment given just because a person is employed, it will be given on evaluations. Ms. Trammel referenced comments to outside outsourcing and asked what will happen to the employees if they are no longer employed by Caddo? Mr. Lee explained that typically some will retire if they are eligible, but companies usually hire those employees, or the majority of the employees, with some changes in possibly their benefits.

Mr. Hooks said he is baffled about the additional reduction in transportation and Mr. Woolfolk explained that we spent approximately \$21 million in transportation and the \$350,000 is savings as a result of better utilization of the buses and the 250 Caddo vehicles. Consolidation of bus routes is also being looked at, as well as where buses are parked. The concern that students are not being picked up is another issue and is a result of not enough subs available which staff is looking at the absentee rate and how to maintain a minimum number of subs. Mr. Hooks again stated that his main concern is students that are picked up at one school and taken to another school being late getting to the other school. He also said when high school lets out, he believes the last bus should be pulling away from the school by 3:40 and many of them are still at the school at 3:50 which he doesn't understand. Mr. Woolfolk again assured the board that staff is making every attempt to address these issues; however, if we do not have ample subs, then when one sub completes a route, they must return to a school and do another route, and the solution is to have enough subs to cover the high absenteeism times.

Mr. Pierson clarified that most of his questions have been answered, but he supports establishing an oil and gas reserve fund so we know how much money is received from this area and a fund that can accumulate and possibly provide a means to address needs such as the M&S.

Mr. Ramsey expressed his appreciation to Superintendent Dawkins and the staff for the efforts in this process; and in listening to the discussions about raises and no layoffs, he believes we need to be focused on what needs to be done to get the budget balanced before talking about possibilities of raises and no layoffs. He said he doesn't think we have hit bottom yet and he doesn't want the employees anticipating a pay raise and it not happen.

Mr. Rachal commented that the cuts from the MFP from additional mandates from the State and what is being pushed through the media that what the school boards are facing is their own fault, he said everyone needs to be aware of how large the mandates are on the local district. He noted

all that is being crammed down the Legislators throats and the public is not aware of what the state is doing to education and how we are mandated and controlled from the state level. Everything being brought forward is not set in place and requested that additional budget meetings be scheduled in order to allow the necessary time to address all the issues and questions. He said he believes it is important to prepare and have something in place to be in a position to respond when the vouchers become a reality in Caddo. Mrs. Crawford stated her understanding that this will be the last proposed changes and asked if anyone has requested time away from the job where they would not be paid which is a means of saving money. Mr. Lee said staff has not discussed this yet, but if the board wishes for staff to address this suggestion, they can do so.

Ms. Priest shared her observation that she sees the board going through the budget planning process and still looking at the District through the eyes of the 80s and 90s, i.e. buses transporting students all across the district during the day, yet not looking at the technology and how the world is really evolving. She said she believes the thinking is that for a child to learn, we must have someone physically standing in the classroom. She cited the University of Phoenix classes that are held via teleconferencing and not a teacher physically standing in the classroom. Ms. Priest said it is important that the District open up and use the vast amount of technology available for the students to use. Ms. Priest encouraged better planning and to no longer operate the district in the 80s, 90s, etc.

Mrs. Bell stated her agreement with everyone's comments and that she must always continue to be active. Ms. Bell said the public does not know what the board is feeling and she thinks everyone needs to come together and request that the news media work with us to get the word out to the public, share with the public the positive things the District is doing and that the board is attempting to do for the District and its employees, how and what things are being cut, etc.

Ms. Trammel asked that staff continue to look at other means to cut the budget and expressed her appreciation for staff's efforts in presenting a balanced budget for the board's consideration. While she is concerned about some of the cuts, she believes our hands are tied when it comes to addressing the needs of the employees. She said there are many schools already in technology and it is important that this program is expanded and that all teachers are using JPAMS. She shared her support of whatever the board decides to do as long as it brings the District into the next century.

Mr. Riall announced that another budget session will be scheduled after the Superintendent returns from Baton Rouge. He also announced that the teacher tenure celebration is tonight at Southwood High School at 6:30 p.m.

There being no additional business or questions, the meeting adjourned at 1:05 p.m.

March 20, 2012

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 20, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Riall announced that Lillian Priest is absent today. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 21, 2012, FEBRUARY 23, 2012 AND MARCH 6, 2012 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Ramsey, approval of the minutes of the February 21, 2012, February 23, 2012 and March 6, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, interim director of communications, and Dr. Mary Nash-Robinson, government and community relations officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Dawkins presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Captain Shreve Acappella Choir. Students from the Captain Shreve Honor Guard posted the colors and the Acappella Choir sang a special rendition of the National Anthem. Mr. Mainiero announced this choir was invited by the Lt. Governor of Louisiana to sing the National Anthem at the official statehood celebration in Baton Rouge in April. Julie Mook is the Choir Director.

Kathy Rettelle, Caddo's music supervisor, announced that March is Music in Schools Month and expressed appreciation to the board for its support of music programs in Caddo Parish.

Caddo Students of the Year. Georgia Lynn Hilburn, 5th grade student at South Highlands Elementary Magnet, was recognized as Caddo's elementary school student of the year; Samantha Hilburn, 8th grade student at Caddo Middle Magnet, was recognized as Caddo's middle school student of the year; and Ruth Bishop, senior at Caddo Magnet High, was recognized as Caddo's high school student of the year.

Mooretown Elementary Robotics Team. Alonzo Adams, Taylor Adams, Shaundrya Ballard, Kristain Coleman, Ma'Kayla Coleman, Ronett York and Jordan Maidego, members of the Mooretown Elementary Robotics Team were recognized for placing second overall in the elementary school competition held in Bossier City on February 25th. Teacher Karen Sanders Bean is the Mooretown Robotics Team sponsor.

Keithville Robotics Team. Keithville Robotics Team members were recognized for placing 3rd place and 1st place in the Regional Autonomous Robotics Circuit 3 competition. Third place winners are Richard Rose, Matthew Campbell and Adrienne Johnston. First place winners are Robert Beccard, Nick Gongre and Stefani Martin. Theodore Armes is the sponsor and teacher for the Keithville Robotics Team.

Spirit of Community Awards Distinguished Finalist. Camille Tharpe, 8th grader at Caddo Middle Magnet, was named one of the top finalists for the 2012 Prudential Spirit of Community Awards in Louisiana.

Caddo Middle Magnet Math Team. The Caddo Middle Magnet MathCounts Team members took first place in the chapter MathCounts competition. Team members Kaan Dokmeci, 6th grade; Meghana Rao, 8th grade, Jemma Seaton, 8th grade; and Venkatesh Sivaraman, 8th grade were recognized. Jemma Seaton was recognized for 2nd place in the CountDown Round and Venkatesh Sivaraman took 1st place in the individual competition as well as 1st place in the Countdown Round. Vankatesh Sivaraman was also recognized as being the recent Spelling Bee champion.

Northwood Student Wins a National Scholarship. Taylor Mazzone, senior at Northwood High School, was recognized for being named the recipient of a \$1000 scholarship in the Comcast Leaders and Achievers Scholarship Program.

Caddo Career and Technology Center Future Business Leaders of America. The following students were recognized as District I winners in the FBLA State competition: Miguel Jimenez, Accounting I; Justin Martin, Cyber Security; and Tim O’Young, Computer Problem Solving.

Fair Park High School Regional Science Fair Winners. Fair Park students who are members of the A.S.P.I.R.E. Program (After School Program for Innovation & Respect for Education) recently participated in the Fair Park High School Alumni Association-hosted Science Fair. The following students were recognized as winners at the regional level: D’Careyo Moore, Certificate of Achievement by the Office of Naval Research, Naval Science Award for his project “How Does Temperature Affect the Power of a Fuel Cell?”; Abigail Ibarra, Third Place in Region I, Biochemistry Division as well as recipient of a Certificate for Distinguished Achievement given by The American Chemical Society, for her project “Does Protein Affect the Viscosity of Yogurt?”

Green Oaks Student Signs with Grambling. Quadre Heath, senior at Green Oaks Performing Arts Academy, was recognized for signing to play with Grambling State University.

Fair Park Athletes Sign with Louisiana College. Trent Hall and Ladraveyun Lewis, students at Fair Park High School, were recognized for signing with Louisiana College.

Captain Shreve Basketball Team. The Captain Shreve basketball team was recognized for winning their first district championship since 1992. Mr. Mainiero announced that the Gators are co-district champs with Airline High with an 8-2 record.

KTBS One Class at a Time Grants. Lara Lyons, Oil City teacher, was awarded a \$1,000 grant for The Greenhouse Project that will help students plant, grow and sell produce, herbs and seasonal products while learning more about the environment.

President of Louisiana Association of Principals. Dr. Joanne Hood, principal, Barret Paideia Academy, was recognized for being elected President of the Louisiana Association of Principals.

Lowe’s Toolbox for Education Grant Winners. The following schools were recognized for being awarded Lowe’s ToolBox for Education grants: A. C. Steere, Principal Kim Derrick, received \$2,130 for their carpool area safety upgrades; and Summer Grove Elementary, Principal Pam Bloomer, received \$5000 for use on the garden/greenhouse for their culinary program.

Caddo-Bossier Retired Teachers Association. Mr. Mainiero announced that Mayor Cedric Glover declared March 15, 2012 as Louisiana Retired Teachers Day. Members of the Caddo-Bossier Retired Teachers Association, Barbara Sneed representative; and the Caddo Retired Teachers Association, Mary Georgiandis representative, were recognized. He also announced that Dr. Lonnie Dunn is the president-elect of the Louisiana Retired Teachers Association.

Newly Appointed Administrators. Dr. Mary Nash-Robinson recognized the following newly appointed administrators: Phillip Givens, director of special services; Nathaniel Adams, attendance supervisor; Mark Allen, Human Resources staffing administrator; and Scott Aymond, principal, Ridgewood Middle School.

As a point of personal privilege, Board member Crawley acknowledged those parents whom she has received emails from regarding the Byrd parking situation and asked the superintendent to explain. Superintendent Dawkins reported that on October 3, 2011, he received a memo indicating the estimate for parking on the site, minus the house that is still located on the site, and that staff members will meet on Wednesday to review more effective and less costly options for improving the parking at Byrd. He said the area around the ROTC and track will be considered as a faster solution, and efforts to contact the homeowner on Kings Highway will continue.

VISITORS

Frederic Washington asked the board how it can expect boys and girls to be demonstrative in terms of character education when board members are publicly intimidating members of the community through name calling. He referenced comments by Board member Hooks at last month's meeting that were obviously directed at him, and that he questioned himself why at his young age does he spend so much time fooling with school board meetings and keeping up with education. To him it was simple because he is a young man that has a past that can relate to many of the boys and girls in our schools today. He shared his personal records from the Caddo Parish School Board where he made mostly Ds and Fs, had a bad delinquent and conduct record with numerous suspensions; but the report for grades 9-12 was mostly As and a few Bs, perfect attendance, no discipline record, and he graduated. He also announced that in two months he will receive his Bachelor's Degree from LSU in education and hopefully share with students in the classroom in the fall. He stated it was his experience that any student, even the worst in the district, has the ability to defy the odds and become special. Mr. Washington noted that he has addressed the Caddo Parish School Board many times since his sophomore year (2005) and he did not use the microphone as a shield but to voice on behalf of his fellow classmates and today for the 42,000 students in the District. He added regardless of how board members may feel about his remarks, he will continue to speak on what he feels is right for the children in Caddo Parish and it will always be backed by facts and research and not opinion; and he will not be intimidated by any school board member's negative remarks. He also stated he believes it is a sad case when board members can grandstand in attempts to make administration and the superintendent feel remorse and embarrassed, but cannot take constructive criticism about their own flaws. Mr. Washington said it is time that some of the board members in their capacity as board members representing all the children should think before they speak regardless of whether or not the media misquotes board members but the spirit of the remarks remain the same. There is a time and place for everything and taking an issue with a school board member is more appropriate during a public school board meeting and not at your house or your church.

Mike Myers, employee, shared his experience of traveling to Baton Rouge last week to attend the House and Senate Education Committees meetings regarding Jindal's Education Reform. He addressed HB974 and SB603 (Jindal's Education Reform) which he doesn't believe is reform, but an attack on public education. He stated this plan takes away the profession, pride in the profession of being a teacher. Mr. Myers shared that the State Superintendent of Education said in the committee hearing that higher degrees and professional development have no bearing on an effective teacher in the classroom and he wonders where the expert is in this. He further added that the legislation takes away the power of local school boards that were given the charge by the voters in each state district to educate the children. He said it also takes away the power of the local taxpayers' money that goes to the local schools and the State of Louisiana will ultimately control the monies collected for the purpose of local children and local schools. Mr.

Myers also referenced the “Voucher Bill” which will take public taxpayer money and give it to private and parochial schools and private corporations so it can increase their bottom line. In speaking at the Senate Education Committee, he asked them to call it what it is and it is a way of saving a buck on the backs of the children and on the backs of the state educators. He encouraged all to not be silent, but see the big picture and that change and reform for the purpose of just reform is hollow and shallow when you do not have any tested ways to change to, i.e. change for change purpose does not accomplish anything. He reminded everyone about the value added legislation passed last year that is now a work in progress which will now be linked with the tenure bill and no one can answer any specific questions about this legislation (because it is not complete), and he believes together these will destroy education.

Jackie Lansdale, president of Red River United, said it is not unusual when trying to make decisions on possible change to be asked will it do any good, and her usual answer is if you do nothing, no. She said she brings this up because there is an education agenda that has the potential of destroying public education as we know it. She stated that HB976 and SB597 if passed will use the MFP funding process to use local tax dollars for private and religious schools, virtual schools, home schools, and charter schools created by corporations and industry providers. Mrs. Lansdale added that these local funds will go to these schools even if the schools are in a different city or parish, and reminded the board that this is ignoring the Constitutional requirements that MFP funds can only be used for public elementary and secondary schools. She also addressed proposed legislation relative to teacher tenure and how, if passed, this law will affect teacher tenure in Louisiana by replacing the current law with a process whereby a teacher must be deemed highly effective for five consecutive years in order to gain tenure. Further, she stated that if a teacher is deemed ineffective, they must forego any pay increase, lose tenure and treated as an at-will employee, and all of this will be based on how a student performs on a test on one day. She also stated that if this legislation passes, thousands of Louisiana teachers will lose their certification and jobs in the near future. As we are continuously “bombed” by Baton Rouge with this attack on the school district, Mrs. Lansdale said it is important to act and to be resilient and send a message to the Legislators opposing Governor Jindal’s education agenda, and inform Representative Carmody that he was misinformed when told that his district will not be affected. To keep the most robust programs for Caddo students, she said it is important to avail ourselves of all existing funds, including those “rat holed”. She said it is also important to provide stability to all of Caddo’s students, insuring they have access to all coursework available and suggested that job sharing among highly qualified teachers be considered in accomplishing this. Mrs. Lansdale also encouraged the board to demonstrate its support of quality teaching in every classroom, examine the health insurance, and look to the future for ideas that might expand the District’s program. She encouraged the board to move forward and stand up for all the children, its employees, and civil and human rights for the opportunity of a quality public education afforded to every child in the State of Louisiana.

Rod Hill, president of INS Engineers, shared that his company has actively pursued making a brief presentation to the board, introducing to the board what his company does. Approximately a year ago, his company made a concerted effort to make a permanent office here by opening an office at the corner of Spring and Milam Streets. He introduced the local team: Larry Harper, professional engineer; Dr. Hyber Tao, and Andy Glasgow and shared some of the local clients for which they have provided services for capital projects. Being very active in the community, Mr. Hill also stated their support of SciPort, working with at-risk students in mentoring projects and that they look forward to working more closely with the school system.

Jon Glover, employee, stated her awareness that the Caddo School System is currently going through a metamorphosis that is hurting our parish and the continued demise of the learning process is evident. She said that every child in Caddo Parish should have access to the same resources and cited that in *Brown v. Board of Education* it was evident that every child in Topeka, Kansas was not receiving the same level of education and prompted the Supreme Court

to rule in favor of the parents requesting equal educational opportunities. In looking at the failure rate of Caddo's students, she doesn't believe every child is being afforded the same level of education across the board. She also stated her belief that there is no amount of projects or programs that will change the school system until those in charge make drastic changes within themselves. Ms. Glover said she believes in order for this to happen, it is also important to return to the basics because it is the only way to assure that every child in Caddo Parish is equipped for the title of "world class student"; and she believes if everyone in charge will put aside personal agendas and work for the betterment of every child in Caddo Parish, then making a difference may be a reality. She also noted former Supt. Schiller's attempt to institute the accountability aspect of those entrusted to educate the children; and even though there was much grumbling, it did bring to the attention of those who were falling short, their need to step up to the bar or step aside. She said there is no amount of sufficient excuses, because at the end of the day, Caddo's children are still labeled failing; and with some saying this failure is attributed to parents (or the home), teachers, administrators. In actuality and collectively, everyone is accountable from the board to the superintendent and to everyone employed by Caddo Parish Public Schools. Finger pointing will not bring about the needed and necessary change and asked that each person be accountable for the success of Caddo's children.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration at the April 17, 2012 CPSB meeting and the following discussion ensued. President Riall announced that Item 8.04 is pulled, 8.02 is postponed for further study, and Items 6.01-6.03, 6.05, 8.01, 8.03, 8.05-8.14, 8.16-8.17, 8.19-8.20 and 13.01 are the Consent Agenda.

Resolution Approving Issuance of General Obligation Bonds. Jim Lee recognized Bond Counsels Grant Schleuter and Jacquelyn Scott, and announced that since the original announcement that the savings to the taxpayers would be approximately \$1 million, the finalization indicates that the savings to taxpayers will actually be \$1.2 million. Mr. Schleuter reported that the refinancing was very successful with the final amount of bonds issued totaling \$9,960,000 and a savings of over \$1.2 million which goes to the taxpayers and reduces debt service each year with no extension and a present value savings of over 10% which is very unusual. He reported if the board accepts this resolution tonight, closing will be May 1st. Ms. Scott echoed Mr. Schleuter's comments and that they look forward to continue working with the school system and its successes.

Mrs. Bell moved, seconded by Mr. Hooks, approval of the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the following personnel recommendations as recommended by the superintendent and submitted in the mailout: Karen Pharr, principal, Keithville Elementary/Middle; Darlene B. Simons, principal, Northwood High; Joseph Johnson, assistant principal, Booker T. Washington High; and Shelia C. Lockett, supervisor of Compliance-Complaint Management & Parent/Community Involvement.

6.02 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 9, 2012-March 22, 2012

Deidre Curole, Education Diagnostician, Special Programs Center, 30 years

Catastrophic Leave, February 20, 2012-March 30, 2012

Julie J. Crawford, Teacher, Westwood Elementary, 9 years

Leave Without Pay, February 28, 2012-May 31, 2012

Kimberly Bundrick, Teacher, West Shreveport, 16.5 years

Jennifer Wautlet – rescind her sabbatical leave request for Fall Semester 2012 and Spring Semester 2013 that was approved at the February 21, 2012 meeting.

Classified

Catastrophic Leave, February 1, 2012–March 14, 2012

Maria Stockton, Bus Driver, Transportation, 17 years

Catastrophic Leave, February 14, 2012-April 3, 2012

Lana Harrell, Bus Driver, Transportation 16 years

6.03 Other Personnel Transactions Reports. The board approved the other personnel transactions reports covering the period of January 21, 2012–February 20, 2012 as submitted in the mailout.

6.05 Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as recommended by the superintendent and submitted in the mailout.

Item No. 8

8.01 Resolution Supporting a Bill for Renaming Building B at Shreve Island Elementary for Dr. Kerry Laster. The board approved the resolution supporting a bill for renaming Building B at Shreve Island Elementary for Dr. Kerry Laster as submitted in the mailout. A copy of the resolution is made a part of the original file for the March 20, 2012 CPSB meeting.

8.03 Proposed Revisions to CPSB Policy GBCB-R Staff Conduct – Notice of Criminal Proceedings. The board approved the proposed revisions to CPSB Policy GBCB-R as submitted in the mailout.

8.05 Approval to Begin the Process of Applying for Green Cards for the Eligible International Teachers. The board moved to begin the process of applying for Green Cards for the eligible International Teachers as recommended by staff and submitted in the mailout.

8.06 Confirm Administrator of Caddo-Shreveport Sales & Use Tax Commission. The board confirmed the administrator of the Caddo-Shreveport Sales & Use Tax Commission as submitted in the mailout.

8.07 General Fund Budget Revision. The board approved the proposed General Fund budget revision as submitted by staff in the mailout.

8.08 Resolution Approving Issuance of General Obligation Bonds. The board approved the following resolution approving the issuance and sale of General Obligation school refunding bonds as recommended by staff and submitted in the mailout.

RESOLUTION

A resolution providing for the issuance and sale of Nine Million Nine Hundred Sixty Thousand Dollars (\$9,960,000) of General Obligation School Refunding Bonds, Series 2012, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, fixing the details and providing for the rights of the owners there-

of; providing for the payment of the principal of and interest on such bonds and the application of the proceeds thereof to the refunding of certain bonds of said School District; and providing for other matters in connection therewith.

WHEREAS, pursuant to the provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and a special election held on April 17, 2004, the result of which was duly promulgated in accordance with law, Parishwide School District of Caddo Parish, Louisiana (the Issuer), acting through its governing authority, issued \$14,000,000 of General Obligation School Bonds, Series 2004, dated July 1, 2004, of which \$11,730,000 is outstanding (the Series 2004 Bonds); and

WHEREAS, the Issuer is authorized to borrow money and issue general obligation school bonds payable from ad valorem taxes to refund its outstanding general obligation school bonds, pursuant to Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended (Act), and other constitutional and statutory authority; and

WHEREAS, the Issuer has found and determined that the defeasance and advance refunding of the outstanding Series 2004 Bonds, consisting of \$9,130,000 of Series 2004 Bonds which mature March 1, 2018 to March 1, 2029, inclusive, as more fully described in Exhibit A hereto (the Refunded Bonds), would be financially advantageous to the Issuer and would result in a lower effective interest rate on such Refunded Bonds and debt service savings to the Issuer; and

WHEREAS, pursuant to the Act and other constitutional and statutory authority, it is now the desire of the Issuer to adopt this resolution in order to provide for the issuance of Nine Million Nine Hundred Sixty Thousand Dollars (\$9,960,000) principal amount of its General Obligation School Refunding Bonds, Series 2012 (the Bonds), for the purpose of refunding the Refunded Bonds, to fix the details of the Bonds and to sell the Bonds to the Underwriter thereof; and

WHEREAS, it is necessary to provide for the application of the proceeds of the Bonds and to provide for other matters in connection with the payment or redemption of the Refunded Bonds; and

WHEREAS, it is necessary that this Governing Authority prescribe the form and content of the Defeasance and Escrow Deposit Agreement providing for the payment of the principal and interest of the Refunded Bonds and authorize the execution thereof as hereinafter provided; and

WHEREAS, in connection with the issuance of the Bonds, it is necessary that provision be made for the payment of the principal and interest of the Refunded Bonds described in Exhibit A hereto, and to provide for the call for redemption of the Refunded Bonds pursuant to a Notice of Defeasance and Call for Redemption; and

WHEREAS, the Issuer desires to fix the details of the Bonds and the terms of the sale 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 Parishwide School District of Caddo Parish, Louisiana, that:

ARTICLE 1)

DEFINITIONS AND INTERPRETATION

SECTION a) Definitions. The following terms shall have the following meanings unless the context otherwise requires:

Act shall mean Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other applicable constitutional and statutory authority.

Bond or Bonds shall mean any or all of the General Obligation School Refunding Bonds, Series 2012, of the Issuer, issued pursuant to the Bond Resolution, as the same may be

amended from time to time, whether initially delivered or issued in exchange for, upon transfer of, or in lieu of any previously issued Bond.

Bond Obligation shall mean, as of the date of computation, the principal amount of the Bonds then Outstanding.

Bond Resolution shall mean this resolution, as it may amended and supplemented as herein provided.

Business Day shall mean a day of the year other than a day on which banks located in New York, New York and the cities in which the principal offices of the Escrow Agent and the Paying Agent are located are required or authorized to remain closed and on which the New York Stock Exchange is closed.

Code shall mean the Internal Revenue Code of 1986, as amended.

Costs of Issuance shall mean all items of expense, directly or indirectly payable or reimbursable and related to the authorization, sale and issuance of the Bonds, including but not limited to printing costs, costs of preparation and reproduction of documents, filing and recording fees, initial fees and charges of any fiduciary, legal fees and charges, fees and charges for the preparation and distribution of a preliminary official statement and official statement, if paid by the Issuer, fees and disbursements of consultants and professionals, costs of credit ratings, fees and charges for preparation, execution, transportation and safekeeping of the Bonds, costs and expenses of refunding, premiums for the insurance of the payment of the Bonds, if any, and any other cost, charge or fee paid or payable by the Issuer in connection with the original issuance of Bonds.

Debt Service for any period shall mean, as of the date of calculation, an amount equal to the sum of (a) interest payable during such period on Bonds and (b) the principal amount of Bonds which mature during such period.

Defeasance Obligations shall mean (a) cash, or (b) noncallable Government Securities.

Escrow Agent shall mean with respect to the Refunded Bonds, Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, and its successor or successors, and any other person which may at any time be substituted in its place pursuant to the Bond Resolution.

Escrow Agreement shall mean the Defeasance and Escrow Deposit Agreement dated as of May 1, 2012, between the Issuer and the Escrow Agent, substantially in the form attached hereto as Exhibit B, as the same may be amended from time to time, the terms of which are incorporated herein by reference.

Executive Officers shall mean, collectively, the President and Secretary of the Governing Authority.

Fiscal Year shall mean the one-year accounting period ending on June 30 of each year, or such other one-year period as may be designated by the Governing Authority as the fiscal year of the Issuer.

Governing Authority shall mean the Parish School Board of the Parish of Caddo, State of Louisiana, or its successor in function.

Government Securities shall mean direct general obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by, the United States of America, which may be United States Treasury Obligations such as the State and Local Government Series and may be in book-entry form.

Interest Payment Date shall mean March 1 and September 1 of each year, commencing September 1, 2012.

Issuer shall mean Parishwide School District of Caddo Parish, Louisiana.

Outstanding, when used with reference to the Bonds, shall mean, as of any date, all Bonds theretofore issued under the Bond Resolution, except:

- (a) Bonds theretofore cancelled by the Paying Agent or delivered to the Paying Agent for cancellation;
- (b) Bonds for the payment or redemption of which sufficient Defeasance Obligations have been deposited with the Paying Agent or an escrow agent in

trust for the owners of such Bonds as provided in Section 11.1 hereof, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to the Bond Resolution, to the satisfaction of the Paying Agent, or waived;

(c) Bonds in exchange for or in lieu of which other Bonds have been registered and delivered pursuant to the Bond Resolution; and

(d) Bonds alleged to have been mutilated, destroyed, lost, or stolen which have been paid as provided in the Bond Resolution or by law.

Owner or Owners shall mean the Person reflected as registered owner of any of the Bonds on the registration books maintained by the Paying Agent.

Paying Agent shall mean Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, as paying agent and registrar hereunder, until a successor Paying Agent shall have become such pursuant to the applicable provisions of the Bond Resolution, and thereafter Paying Agent shall mean such successor Paying Agent.

Person shall mean any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization, or government or any agency or political subdivision thereof.

Record Date shall mean, with respect to an Interest Payment Date, the fifteenth day of the calendar month next preceding such Interest Payment Date, whether or not such day is a Business Day.

Refunded Bonds shall mean the Issuer's outstanding General Obligation School Bonds, Series 2004, dated July 1, 2004, consisting of \$9,130,000 of Series 2004 Bonds which mature March 1, 2018 to March 1, 2029, inclusive, which are being refunded by the Bonds, as more fully described in Exhibit A hereto.

State shall mean the State of Louisiana.

Underwriter shall mean Stephens, Inc., the original underwriters of the Bonds.

SECTION b) Interpretation. In this Bond Resolution, unless the context otherwise requires, (a) words importing the singular include the plural and vice versa, (b) words of the masculine gender shall be deemed and construed to include correlative words of the feminine and neuter genders and (c) the title of the offices used in this Bond Resolution shall be deemed to include any other title by which such office shall be known under any subsequently adopted charter.

ARTICLE 2)

AUTHORIZATION AND ISSUANCE OF BONDS

SECTION a) Authorization of Bonds; Refunding of Refunded Bonds.

i) This Bond Resolution creates a series of Bonds of the Issuer to be designated AGeneral Obligation School Refunding Bonds, Series 2012, of Parishwide School District of Caddo Parish, Louisiana, and provides for the full and final payment of the principal of and interest on all the Bonds.

ii) The Bonds issued under this Bond Resolution shall be issued for the purpose of refunding the Refunded Bonds through the escrow of a portion of the proceeds of the Bonds, together with other available moneys of the Issuer in Government Securities, in accordance with the terms of the Escrow Agreement, in order to provide for the payment of the principal of and interest on the Refunded Bonds as they mature or upon earlier redemption, as provided in Section 13.1 hereof.

iii) Provision having been made for the orderly payment until maturity or earlier redemption of all the Refunded Bonds, in accordance with their terms, it is hereby recognized and acknowledged that as of the date of delivery of the Bonds under this Bond Resolution, provision will have been made for the performance of all covenants and agreements of the Issuer incidental to the Refunded Bonds, and that accordingly, and in compliance with all that is herein provided, the Issuer is expected to have no future obligation with reference to the aforesaid

Refunded Bonds, except to assure that the Refunded Bonds are paid from the Government Securities and funds so escrowed in accordance with the provisions of the Escrow Agreement.

iv) The Escrow Agreement is hereby approved by the Issuer and the Executive Officers are hereby authorized and directed to execute and deliver the Escrow Agreement on behalf of the Issuer substantially in the form of Exhibit B hereof, with such changes, additions, deletions or completions deemed appropriate by such signing officials, and it is expressly provided and covenanted that all of the provisions for the payment of the principal of, premium, if any, and interest on the Refunded Bonds from the special trust funds created under the Escrow Agreement shall be strictly observed and followed in all respects.

SECTION b) Bond Resolution to Constitute Contract. In consideration of the purchase and acceptance of the Bonds by those who shall own the same from time to time, the provisions of this Bond Resolution shall be a part of the contract of the Issuer with the Owners of the Bonds and shall be deemed to be and shall constitute a contract between the Issuer and the Owners from time to time of the Bonds. The provisions, covenants and agreements herein set forth to be performed by or on behalf of the Issuer shall be for the equal benefit, protection and security of the Owners of any and all of the Bonds, each of which Bonds, regardless of the time or times of its issue or maturity, shall be of equal rank without preference, priority or distinction over any other thereof except as expressly provided in this Bond Resolution.

SECTION c) Obligation of Bonds. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment and for the payment of all the interest thereon. The Issuer is bound under the terms and provisions of law and this Bond Resolution to impose and collect annually, in excess of all other taxes, a tax on all the property subject to taxation within the territorial limits of the Issuer, sufficient to pay the principal of and interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer. All ad valorem taxes levied by the Issuer in each year for the payment of the Bonds shall, upon their receipt, be transferred to the Governing Authority, which shall have responsibility for the deposit of such receipts and for the investment and reinvestment of such receipts and the servicing of the Bonds and any other general obligation school bonds of the Issuer.

SECTION d) Authorization and Designation. Pursuant to the provisions of the Act, there is hereby authorized the issuance of Nine Million Nine Hundred Sixty Thousand Dollars (\$9,960,000) principal amount of Bonds of the Issuer to be designated AGeneral Obligation School Refunding Bonds, Series 2012, of Parishwide School District of Caddo Parish, Louisiana, for the purpose of refunding the Refunded Bonds. The Bonds shall be in substantially the form set forth as Exhibit C hereto, with such necessary or appropriate variations, omissions and insertions as are required or permitted by the Act and this Bond Resolution.

This Governing Authority hereby finds and determines that upon the issuance of the Bonds, the total outstanding amount of general obligation school bonds of the Issuer issued and deemed to be outstanding will not exceed the Issuer's general obligation bond limit.

SECTION e) Denominations, Dates, Maturities and Interest. The Bonds are issuable as fully registered bonds without coupons in the denominations of \$5,000 principal amount or any integral multiple thereof within a single maturity, and shall be numbered R-1 upward.

The Bonds shall be dated the date of delivery, shall mature on March 1 in the years and in the principal amounts and shall bear interest, payable on March 1 and September 1 of each year, commencing September 1, 2012, at the rates per annum, as follows:

<u>Date</u> <u>(March 1)</u>	<u>Principal</u> <u>Payment</u>	<u>Interest</u> <u>Rate</u>	<u>Date</u> <u>(March 1)</u>	<u>Principal</u> <u>Payment</u>	<u>Interest</u> <u>Rate</u>
2013	\$ 95,000	1.000%	2022	\$760,000	2.750%
2014	95,000	2.000	2023	780,000	2.875
2015	100,000	2.000	2024	805,000	3.000

2016	100,000	2.000			
2017	105,000	2.000	2026	1,685,000	3.000
2018	560,000	2.000			
2019	695,000	2.250	2029	2,730,000	3.125
2020	715,000	2.500			
2021	735,000	2.625			

The principal and premium, if any, of the Bonds are payable in such coin or currency of the United States of America as at the time of payment is legal tender for payment of public and private debts at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof. Interest on the Bonds is payable by check mailed on or before the Interest Payment Date by the Paying Agent to the Owner thereof (determined as of the close of business on the Record Date) at the address of such Owner as it appears on the registration books of the Paying Agent maintained for such purpose.

Except as otherwise provided in this Section, Bonds shall bear interest from date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, as the case may be, provided, however, that if and to the extent that the Issuer shall default in the payment of the interest on any Bonds due on any Interest Payment Date, then all such Bonds shall bear interest from the most recent Interest Payment Date to which interest has been paid on the Bonds, or if no interest has been paid on the Bonds, from their dated date.

The person in whose name any Bond is registered at the close of business on the Record Date with respect to an Interest Payment Date shall in all cases be entitled to receive the interest payable on such Interest Payment Date notwithstanding the cancellation of such Bond upon any registration of transfer or exchange thereof subsequent to such Record Date and prior to such Interest Payment Date.

SECTION f) Book Entry Registration of Bonds. The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company (DTC), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Governing Authority or any other officer of the Issuer is authorized to execute and deliver a Blanket Letter of Representation to DTC on behalf of the Issuer with respect to the issuance of the Bonds in Abook-entry only@ format. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Bond Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book-entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry-only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner (as defined in the Blanket Letter of Representation) may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- (a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or

b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer or the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy in lieu of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Bond Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

ARTICLE 3) GENERAL TERMS AND PROVISIONS OF THE BONDS

SECTION a) Exchange of Bonds; Persons Treated as Owners. The Issuer shall cause books for the registration and for the registration of transfer of the Bonds as provided in this Bond Resolution to be kept by the Paying Agent at its principal corporate trust office, and the Paying Agent is hereby constituted and appointed the registrar for the Bonds. At reasonable times and under reasonable regulations established by the Paying Agent said list may be inspected and copied by the Issuer or by the Owners (or a designated representative thereof) of 15% of the outstanding principal amount of the Bonds.

All Bonds presented for registration of transfer or exchange shall be accompanied by a written instrument or instruments of transfer in form and with a guaranty of signature satisfactory to the Paying Agent, duly executed by the Owner or his attorney duly authorized in writing.

Upon surrender for registration of transfer of any Bond, the Paying Agent shall register and deliver in the name of the transferee or transferees one or more new fully registered Bonds of authorized denomination of the same maturity and like aggregate principal amount. At the option of an Owner, Bonds may be exchanged for other Bonds of authorized denominations of the same maturity and like aggregate principal amount, upon surrender of the Bonds to be exchanged at the principal corporate trust office of the Paying Agent. Whenever any Bonds are so surrendered for exchange, the Paying Agent shall register and deliver in exchange therefore the Bond or Bonds which the Owner making the exchange shall be entitled to receive.

No service charge to the Owners shall be made by the Paying Agent for any exchange or registration of transfer of Bonds. The Paying Agent may require payment by the person requesting an exchange or registration of transfer of Bonds of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto.

The Issuer and the Paying Agent shall not be required to issue, register the transfer of or exchange any Bond during a period beginning at the opening of business on a Record Date or any date of selection of Bonds to be redeemed and ending at the close of business on the Interest Payment Date.

All Bonds delivered upon any registration of transfer or exchange of Bonds shall be valid obligations of the Issuer, evidencing the same debt and entitled to the same benefits under this Bond Resolution as the Bonds surrendered.

Prior to due presentment for registration of transfer of any Bond, the Issuer and the Paying Agent, and any agent of the Issuer or the Paying Agent may deem and treat the person in whose name any Bond is registered as the absolute owner thereof for all purposes, whether or not such Bond shall be overdue, and shall not be bound by any notice to the contrary.

SECTION b) Bonds Mutilated, Destroyed, Stolen or Lost. In case any Bond shall become mutilated or be improperly cancelled, or be destroyed, stolen or lost, the Issuer may in its discretion adopt a resolution and thereby authorize the issuance and delivery of a new Bond in exchange for and substitution for such mutilated or improperly cancelled Bond, or in lieu of and substitution for the Bond destroyed, stolen or lost, upon the Owner (i) furnishing the Issuer and the Paying Agent proof of his ownership thereof and proof of such mutilation, improper cancellation, destruction, theft or loss satisfactory to the Issuer and the Paying Agent, (ii) giving to the Issuer and the Paying Agent an indemnity bond in favor of the Issuer and the Paying Agent in such amount as the Issuer may require, (iii) complying with such other reasonable regulations and conditions as the Issuer may prescribe and (iv) paying such expenses as the Issuer and the Paying Agent may incur. All Bonds so surrendered shall be delivered to the Paying Agent for cancellation pursuant to Section 3.4 hereof. If any Bond shall have matured or be about to mature, instead of issuing a substitute Bond, the Issuer may pay the same, upon being indemnified as aforesaid, and if such Bond be lost, stolen or destroyed, without surrender thereof.

Any such duplicate Bond issued pursuant to this Section shall constitute an original, additional, contractual obligation on the part of the Issuer, whether or not the lost, stolen or destroyed Bond be at any time found by anyone. Such duplicate Bond shall be in all respects identical with those replaced except that it shall bear on its face the following additional clause:

This bond is issued to replace a lost, cancelled or destroyed bond under the authority of R.S. 39:971 through 39:974.

Such duplicate Bond may be signed by the facsimile signatures of the same officers who signed the original Bonds, provided, however, that in the event the officers who executed the original Bonds are no longer in office, then the new Bonds may be signed by the officers then in office. Such duplicate Bonds shall be entitled to equal and proportionate benefits and rights as to lien and source and security for payment as provided herein with respect to all other Bonds hereunder, the obligations of the Issuer upon the duplicate Bonds being identical to its obligations upon the original Bonds and the rights of the Owner of the duplicate Bonds being the same as those conferred by the original Bonds.

SECTION c) Preparation of Definitive Bonds, Temporary Bonds. Until the definitive Bonds are prepared, the Issuer may execute, in the same manner as is provided in Section 3.5, and deliver, in lieu of definitive Bonds, but subject to the same provisions, limitations and conditions as the definitive Bonds except as to the denominations, one or more temporary typewritten Bonds substantially of the tenor of the definitive Bonds in lieu of which such temporary Bond or Bonds are issued, in authorized denominations, and with such omissions, insertions and variations as may be appropriate to temporary Bonds.

SECTION d) Cancellation of Bonds. All Bonds paid, together with all Bonds purchased by the Issuer, shall thereupon be promptly cancelled by the Paying Agent. The Paying Agent shall thereupon promptly furnish to the Secretary of the Governing Authority an appropriate certificate of cancellation.

SECTION e) Execution. The Bonds shall be executed in the name and on behalf of the Issuer by the manual or facsimile signatures of the Executive Officers, and the corporate seal of the Issuer (or a facsimile thereof) shall be thereunto affixed, imprinted, engraved or otherwise reproduced thereon. In case any one or more of the officers who shall have signed or sealed any of the Bonds shall cease to be such officer before the Bonds so signed and sealed shall have been actually delivered, such Bonds may, nevertheless, be delivered as herein provided, and may be issued as if the person who signed or sealed such Bonds had not ceased to hold such office. Said officers shall, by the execution of the Bonds, adopt as and for their own proper signatures their respective facsimile signatures appearing on the Bonds or any legal opinion certificate thereon, and the Issuer may adopt and use for that purpose the facsimile signature of any person or persons who shall have been such officer at any time on or after the date of such Bond, notwithstanding that at the date of such Bond such person may not have held

such office or that at the time when such Bond shall be delivered such person may have ceased to hold such office.

SECTION f) Registration by Secretary of State. The Bonds shall be registered with the Secretary of State of the State of Louisiana and shall bear the endorsement of the Secretary of State of the State of Louisiana substantially in the form set forth in Exhibit C hereto, provided such endorsement shall be manually signed only on the Bonds initially delivered to the Underwriter, and any Bonds subsequently exchanged therefore as permitted in this Bond Resolution may bear the facsimile signature of said Secretary of State.

SECTION g) Registration by Paying Agent. No Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this Bond Resolution unless and until a certificate of registration on such Bond substantially in the form set forth in Exhibit C hereto shall have been duly executed on behalf of the Paying Agent by a duly authorized signatory, and such executed certificate of the Paying Agent upon any such Bond shall be conclusive evidence that such Bond has been executed, registered and delivered under this Bond Resolution.

ARTICLE 4) SINKING FUND; PAYMENT OF BONDS

SECTION a) Sinking Fund.

i) For the payment of the principal of and the interest on the Bonds, the Issuer will maintain a special fund, to be held by the regularly designated fiscal agent of the Issuer (the Sinking Fund), into which the Issuer will deposit the proceeds of the aforesaid tax described in Section 2.3 hereof. The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least one (1) day in advance of each Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

ii) All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Bond Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

iii) All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund. Accrued interest, if any, received upon delivery of the Bonds shall be invested only in Government Securities maturing on or prior to the first Interest Payment Date.

SECTION b) Payment of Bonds. The Issuer shall duly and punctually pay or cause to be paid as herein provided, the principal of every Bond and the interest thereon, at the dates and places and in the manner stated in the Bonds according to the true intent and meaning thereof.

ARTICLE 5) REDEMPTION OF BONDS

SECTION a) Optional Redemption of Bonds. Those Bonds maturing March 1, 2023 and thereafter, will be callable for redemption by the Issuer in full, or in part, at any time on or after March 1, 2022, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest, if any, to the date fixed for redemption. In the event any Bond to be redeemed is of a denomination larger than Five Thousand Dollars (\$5,000), a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

SECTION b) Mandatory Sinking Fund Redemption. The Term Bonds maturing on March 1, 2026 shall be subject to mandatory sinking fund redemption on March 1 in the years and in the principal amounts set forth below at a redemption price equal to 100% of the principal amount thereof, plus accrued interest thereon:

Year (March 1)	Principal Amount
2025	\$830,000
2026	855,000*

* Final Maturity

The Term Bonds maturing on March 1, 2029 shall be subject to mandatory sinking fund redemption on March 1 in the years and in the principal amounts set forth below at a redemption price equal to 100% of the principal amount thereof, plus accrued interest thereon:

Year (March 1)	Principal Amount
2027	\$885,000
2028	910,000
2029	935,000*

* Final Maturity

ARTICLE 6) APPLICATION OF BOND PROCEEDS

SECTION a) Application of Bond Proceeds. As a condition of the issuance of the Bonds, the Issuer hereby binds and obligates itself to:

i) Deposit irrevocably in trust with the Escrow Agent under the terms and conditions of the Escrow Agreement, as hereinafter provided, an amount of the proceeds derived from the issuance and sale of the Bonds (exclusive of accrued interest), together with additional moneys of the Issuer, as will enable the Escrow Agent to purchase Government Obligations described in the Escrow Agreement, which shall mature in principal and interest in such a manner as to provide at least the required cash amount on or before each payment date for the Refunded Bonds (said amounts being necessary on each of the designated dates to pay and retire or redeem the Refunded Bonds, including premiums, if any, payable upon redemption). Prior to or concurrently with the delivery of the Bonds, the Issuer shall obtain an independent mathematical verification that the moneys and obligations required to be irrevocably deposited in trust in the Escrow Fund with the Escrow Agent, together with the earnings to accrue thereon, will always be sufficient for the payment of the principal of, premium, if any, and interest on the Refunded Bonds. The moneys so deposited with the Escrow Agent shall constitute a trust fund irrevocably dedicated for the use and benefit of the owners of the Refunded Bonds.

ii) Deposit in the Expense Fund established with the Escrow Agent such amount of the proceeds of the Bonds as will enable the Escrow Agent to pay the Costs of Issuance and the costs properly attributable to the establishment and administration of the Escrow Fund on behalf of the Issuer.

iii) Deposit accrued interest, if any, received on the delivery date of the Bonds into the Sinking Fund established by Section 4.1 hereof and to apply said funds to pay a portion of the interest due on the Bonds on the first Interest Payment Date therefor. Accrued interest, if any, received upon delivery of the Bonds shall be invested only in Government Securities maturing on or prior to the first Interest Payment Date.

**ARTICLE 7)
SUPPLEMENTAL BOND RESOLUTIONS**

SECTION a) Supplemental Resolutions Effective Without Consent of Owners.

For any one or more of the following purposes and at any time from time to time, a resolution supplemental hereto may be adopted, which, upon the filing with the Paying Agent of a certified copy thereof, but without any consent of Owners, shall be fully effective in accordance with its terms:

- (a) to add to the covenants and agreements of the Issuer in the Bond Resolution other covenants and agreements to be observed by the Issuer which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect;
- (b) to add to the limitations and restrictions in the Bond Resolution other limitations and restrictions to be observed by the Issuer which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect;
- (c) to surrender any right, power or privilege reserved to or conferred upon the Issuer by the terms of the Bond Resolution, but only if the surrender of such right, power or privilege is not contrary to or inconsistent with the covenants and agreements of the Issuer contained in the Bond Resolution;
- (d) to cure any ambiguity, supply any omission, or cure or correct any defect or inconsistent provision of the Bond Resolution; or
- (e) to insert such provisions clarifying matters or questions arising under the Bond Resolution as are necessary or desirable and are not contrary to or inconsistent with the Bond Resolution as theretofore in effect.

SECTION b) Supplemental Resolutions Effective With Consent of Owners.

Except as provided in Section 7.1, any modification or amendment of the Bond Resolution or of the rights and obligations of the Issuer and of the Owners of the Bonds hereunder, in any particular, may be made by a supplemental resolution, with the written consent of the Owners of a majority of the Bond Obligation at the time such consent is given. No such modification or amendment shall permit a change in the terms of maturity of the principal of any outstanding Bond or of any installment of interest thereon or a reduction in the principal amount thereof or in the rate of interest thereon without the consent of the Owner of such Bond, or shall reduce the percentages of Bonds the consent of the Owner of which is required to effect any such modification or amendment, or change the obligation of the Issuer to levy and collect taxes for the payment of the Bonds as provided herein, without the consent of the Owners of all of the Bonds then outstanding, or shall change or modify any of the rights or obligations of either the Paying Agent or the Escrow Agent without its written assent thereto. For the purposes of this Section, Bonds shall be deemed to be affected by a modification or amendment of the Bond Resolution if the same adversely affects or diminishes the rights of the Owners of said Bonds.

**ARTICLE 8)
TAX COVENANTS; CONTINUING DISCLOSURE**

SECTION a) Tax Covenants.

The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the requirements of the Code to in order to establish, maintain and preserve the exclusion from Agross income of interest on the Bonds under the Code. The Issuer shall not take any action or fail to take any action, nor shall it permit at any time or times any of the proceeds of the Bonds or any other funds of the Issuer to be used directly or indirectly in any manner, to acquire any securities or obligations the acquisition of which would cause any Bond to be an Arbitrage bond as defined in the Code or would result in the inclusion of the interest on any Bond in Agross income under the Code, including, without limitation, (i) the failure to comply with the limitation on

investment of the proceeds of the Bonds, (ii) the failure to pay any required rebate of arbitrage earnings to the United States of America, or (iii) the use of the proceeds of the Bonds in a manner which would cause the Bonds to be Aprivate activity bonds under the Code.

The Executive Officers are hereby empowered, authorized and directed to take any and all action and to execute and deliver any instrument, document or certificate necessary to effectuate the purposes of this Section.

SECTION b) Continuing Disclosure Certificate. The Secretary of the Governing Authority is hereby empowered and directed to execute an appropriate Continuing Disclosure Certificate (substantially in the form set forth in Appendix I of the official statement issued in connection with the sale and issuance of the Bonds) pursuant to S.E.C. Rule 15c2-12(b)(5).

SECTION c) Bonds Are Bank Qualified. The Bonds are designated as qualified tax-exempt obligations within the meaning of Section 265(b)(3) of the Code. In making this designation, the Issuer finds and determines that:

- (a) the Bonds are not private activity bonds within the meaning of the Code; and
- (b) the reasonably anticipated amount of qualified tax-exempt obligations which will be issued by the Issuer and all subordinate entities in the calendar year 2012 will not exceed \$10,000,000.

ARTICLE 9) REMEDIES ON DEFAULT

SECTION a) Events of Default. If one or more of the following events (in this Bond Resolution called AEvents of Default@) shall happen, that is to say,

- i) if default shall be made in the due and punctual payment of the principal of any Bond when and as the same shall become due and payable, whether at maturity or otherwise (in determining whether a principal payment default has occurred); or
- ii) if default shall be made in the due and punctual payment of any installment of interest on any Bond when and as such interest installment shall become due and payable (in determining whether an interest payment default has occurred); or
- iii) if default shall be made by the Issuer in the performance or observance of any other of the covenants, agreements or conditions on its part in the Bond Resolution, any supplemental resolution or in the Bonds contained and such default shall continue for a period of forty-five (45) days after written notice thereof to the Issuer by any Owner; or
- iv) if the Issuer shall file a petition or otherwise seek relief under any Federal or State bankruptcy law or similar law;

then, upon the happening and continuance of any Event of Default and the Owners of the Bonds shall be entitled to exercise all rights and powers for which provision is made under Louisiana law. All remedies shall be cumulative with respect to the Paying Agent and the Owners; if any remedial action is discontinued or abandoned, the Paying Agent and the Owners shall be restored to their former positions.

ARTICLE 10) CONCERNING FIDUCIARIES

SECTION a) Escrow Agent; Appointment and Acceptance of Duties. Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, is hereby appointed Escrow Agent with respect to the Refunded Bonds. The Escrow

Agent shall signify its acceptance of the duties and obligations imposed upon it by this Bond Resolution by executing and delivering the Escrow Agreement.

SECTION b) Paying Agent; Appointment and Acceptance of Duties. The Issuer will at all times maintain a Paying Agent having the necessary qualifications for the performance of the duties described in this Bond Resolution. The designation of Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, as the initial Paying Agent is hereby confirmed and approved. The Paying Agent shall signify its acceptance of the duties and obligations imposed on it by the Bond Resolution by executing and delivering to the Executive Officers a written acceptance thereof. The Governing Authority reserves the right to appoint a successor Paying Agent by i) filing with the Person then performing such function a certified copy of a resolution giving notice of the termination of the agreement and appointing a successor and ii) causing notice to be given to each Owner. Furthermore, the Paying Agent may be removed by the Issuer at any time for any breach of its duties set forth herein, affective upon appointment of a successor Paying Agent as set forth above. Every Paying Agent appointed hereunder shall at all times be a trust company or bank organized and doing business under the laws of the United States of America or of any State, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority.

ARTICLE 11) MISCELLANEOUS

SECTION a) Defeasance.

i) If the Issuer shall pay or cause to be paid to the Owners of all Bonds then outstanding, the principal and interest become due thereon, at the times and in the manner stipulated therein and in the Bond Resolution, then the covenants, agreements and other obligations of the Issuer to the Owners shall be discharged and satisfied. In such event, the Paying Agent shall, upon the request of the Issuer, execute and deliver to the Issuer all such instruments as may be desirable to evidence such discharge and satisfaction and the Paying Agent shall pay over or deliver to the Issuer all moneys, securities and funds held by them pursuant to the Bond Resolution which are not required for the payment of Bonds not theretofore surrendered for such payment.

ii) Bonds or interest installments for the payment of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or otherwise) at the maturity date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section. Bonds shall be deemed to have been paid, prior to their maturity, within the meaning and with the effect expressed above in this Section if they have been defeased pursuant to Chapter 14 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, or any successor provisions thereto.

SECTION b) Evidence of Signatures of Owners and Ownership of Bonds.

i) Any request, consent, revocation of consent or other instrument which the Bond Resolution may require or permit to be signed and executed by the Owners may be in one or more instruments of similar tenor, and shall be signed or executed by such Owners in person or by their attorneys-in-fact appointed in writing. Proof of (1) the execution of any such instrument, or of an instrument appointing any such attorney, or (2) the ownership by any person of the Bonds shall be sufficient for any purpose of the Bond Resolution (except as otherwise therein expressly provided) if made in the following manner, or in any other manner satisfactory to the Paying Agent, which may nevertheless in its discretion require further or other proof in cases where it deems the same desirable:

- (a) the fact and date of the execution by any Owner or his attorney-in-fact of such instrument may be proved by the certificate, which need not be acknowledged or verified, of an officer of a bank or trust company or of any notary public or other officer authorized to take acknowledgments of

deeds, that the person signing such request or other instrument acknowledged to him the execution thereof, or by an affidavit of a witness of such execution, duly sworn to before such notary public or other officer. Where such execution is by an officer of a corporation or association or a member of a partnership, on behalf of such corporation, association or partnership, such certificate or affidavit shall also constitute sufficient proof of his authority;

(b) the ownership of Bonds and the amount, numbers and other identification, and date of owning the same shall be proved by the registration books of the Paying Agent.

ii) Any request or consent by the Owner of any Bond shall bind all future Owners of such Bond in respect of anything done or suffered to be done by the Issuer or the Paying Agent in accordance therewith.

SECTION c) Moneys Held for Particular Bonds. The amounts held by the Paying Agent for the payment due on any date with respect to particular Bonds shall, on and after such date and pending such payment, be set aside on its books and held in trust by it, without liability for interest, for the Owners of the Bonds entitled thereto.

SECTION d) Parties Interested Herein. Nothing in the Bond Resolution expressed or implied is intended or shall be construed to confer upon, or to give to, any person or entity, other than the Issuer, the Paying Agent, the Escrow Agent and the Owners of the Bonds any right, remedy or claim under or by reason of the Bond Resolution or any covenant, condition or stipulation thereof; and all the covenants, stipulations, promises and agreements in the Bond Resolution contained by and on behalf of the Issuer shall be for the sole and exclusive benefit of the Issuer, the Paying Agent, the Escrow Agent and the Owners of the Bonds and the owners of the Refunded Bonds.

SECTION e) No Recourse on the Bonds. No recourse shall be had for the payment of the principal of or interest on the Bonds or for any claim based thereon or on this Bond Resolution against any member of the Governing Authority or officer of the Issuer or any person executing the Bonds.

SECTION f) Successors and Assigns. Whenever in this Bond Resolution the Issuer is named or referred to, it shall be deemed to include its successors and assigns and all the covenants and agreements in this Bond Resolution contained by or on behalf of the Issuer shall bind and enure to the benefit of its successors and assigns whether so expressed or not.

SECTION g) Subrogation. In the event the Bonds herein authorized to be issued, or any of them, should ever be held invalid by any court of competent jurisdiction, the Owner or Owners thereof shall be subrogated to all the rights and remedies against the Issuer had and possessed by the owner or owners of the Refunded Bonds.

SECTION h) Severability. In case any one or more of the provisions of the Bond Resolution or of the Bonds issued hereunder shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of the Bond Resolution or of the Bonds, but the Bond Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provision enacted after the date of the Bond Resolution which validates or makes legal any provision of the Bond Resolution or the Bonds which would not otherwise be valid or legal shall be deemed to apply to the Bond Resolution and to the Bonds.

SECTION i) Publication of Bond Resolution. This Bond Resolution shall be published one time in the official journal of the Issuer; however, it shall not be necessary to publish any exhibits hereto if the same are available for public inspection and such fact is stated in the publication.

SECTION j) Execution of Documents. In connection with the issuance and sale of the Bonds, the Executive Officers are each authorized, empowered and directed to execute on behalf of the Issuer such documents, certificates and instruments as they may deem necessary, upon the advice of bond counsel, to effect the transactions contemplated by this Bond

Resolution, the signatures of the Executive Officers on such documents, certificates and instruments to be conclusive evidence of the due exercise of the authority granted hereunder.

**ARTICLE 12)
SALE OF BONDS**

SECTION a) Sale of Bonds. The Bonds have been awarded to and sold to the Underwriter at the price and under the terms and conditions set forth in the Bond Purchase Agreement attached hereto as Exhibit D, and after their execution, registration by the Secretary of State and authentication by the Paying Agent, the Bonds shall be delivered to the Underwriter or its agents or assigns, upon receipt by the Issuer of the agreed purchase price.

SECTION b) Official Statement. The Issuer hereby approves the form and content of the Preliminary Official Statement dated March 16, 2012, pertaining to the Bonds, which has been submitted to the Issuer, and hereby ratifies its prior use by the Underwriter in connection with the sale of the Bonds. The Issuer further approves the form and content of the final Official Statement and hereby authorizes and directs the execution by the President and Secretary of the Governing Authority and delivery of such final Official Statement to the Underwriter for use in connection with the public offering of the Bonds.

**ARTICLE 13)
REDEMPTION OF REFUNDED BONDS**

SECTION a) Call for Redemption. Subject only to the actual delivery of the Bonds, the Refunded Bonds are hereby irrevocably called for redemption on March 1, 2014, at the principal amount thereof and accrued interest to the redemption date, in compliance with the resolution authorizing their issuance.

SECTION b) Notice of Defeasance and Call for Redemption. In accordance with the resolution authorizing the issuance of the Refunded Bonds, a Notice of Defeasance and Call for Redemption in substantially the form attached hereto as Exhibit E shall be sent by the paying agent for the Refunded Bonds to the registered owners as the same appear on the registration books of said paying agent by means of first class mail not less than thirty (30) days prior to the date of redemption.

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

School Board <u>Members</u>	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstaining</u>
Steve Riall	x			
Jasmine Green	x			
Carl Pierson	x			
Charlotte Crawley	x			
Curtis Hooks	x			
Mary Trammel	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 20th day of March, 2012.

/s/ Gerald Dawkins

Secretary

/s/SteveRiall

President

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the foregoing pages constitute a true and correct copy of a resolution adopted by said Parish School Board on March 20, 2012, providing for the issuance and sale of \$9,960,000 of General Obligation School Refunding Bonds, Series 2012, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, fixing the details and providing for the rights of the owners thereof; providing for the payment of the principal of and interest on such bonds and the application of the proceeds thereof to the refunding of certain bonds of said School District; and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature on this, the 20th day of March, 2012.

/s/ Dr. Gerald D. Dawkins

Secretary

8.09 Revision to 2012-13 CPSB Calendar and Approval of 2013-14 Calendar. The board approved the proposed revision to the 2012-13 CPSB calendar and the proposed 2013-14 school year calendar as submitted by staff in the mailout.

8.10 Approval of Transportation Internal Audit. The board approved the recommendations of the internal audit of the Transportation Department as submitted.

8.11 Approval of Resolution of Assignment of Oil and Gas Lease. The board approved the resolution of the assignment of an oil and gas lease as submitted in the mailout. A copy of the resolution is filed in the official papers of the March 20, 2012 CPSB meeting.

8.12 Parental Review Committee – Pupil Progression Plan. The board approved the Parental Review Committee appointments for the Pupil Progression Plan as submitted in the mailout.

8.13 Textbook Adoption Recommendation for Handwriting, Arts, Music, Foreign Language. The board approved the textbook adoption recommendation for handwriting, arts, music and foreign language as submitted in the mailout.

8.14 Locally Initiated Elective – Film Studies II, Enriched. The board approved the request for an enriched elective, Film Studies II, as recommended by the curriculum committee and submitted in the mailout.

8.16 Revision to A.C. Steere Lease. The board approved the proposed revision to the existing A.C. Steere Lease in order to provide a restroom facility adjacent to the existing playground facility as submitted in the mailout.

8.17 Approval of Submission by Edgar Rogers to Support Placing Booker T. Washington High School on the National Register of Historic Places. The board approved Mr. Edgar Rogers submission to place Booker T. Washington High School on the National Register of Historic Places as submitted in the mailout.

8.19 2004 Bond Projects. The board approved the budgeted amount for lighting projects utilizing remainder of 2004 bond fund as recommended by staff and submitted in the mailout.

8.20 2012 Critical Capital Projects. The board approved the budgeted amount for the 2012-13 critical capital projects and the professional designers for the 2012-13 critical capital projects as recommended by staff and submitted in the mailout.

13.01 Student Readmission Appeal. The board approved the student readmission appeal for L.S. as recommended by staff and submitted in the mailout. The parents are in agreement with staff's recommendation.

REQUEST FOR HEARING IN ACCORDANCE WITH CPSB POLICY GBCB-R

Mr. Ramsey moved, seconded by Mrs. Armstrong, to note in the record the employee's claim of retaliation and to require the superintendent or the superintendent's designee to monitor and make sure no retaliation occurs against the employee in the future. Vote on the motion carried unanimously.

RESOLUTION TO LEGISLATORS OPPOSING MANDATES

Mr. Rachal moved, seconded by Mr. Ramsey, to approve the resolution as presented. Mr. Rachal stated that this is probably the board's only opportunity to present a resolution to the Legislators prior to a vote on proposed legislation that is being pushed through the Legislature. (The board took a brief recess due to a power outage in the boardroom.) Mr. Rachal also shared that included in HB974 is a teacher paid with Federal funds shall not be eligible to acquire tenure nor will time spent and paid for with Federal funds be counted toward the acquisition of tenure, and he questions if the Legislators are even aware of this. Mr. Rachal suggested that the proposed resolution be amended (relative to the paragraph on the increase in employee retirement) to include the increase to the school system from a 15-16% employer contribution to a 24% employer contribution. Mr. Rachal also asked for clarification of reference to a special school district, and Mr. Lee explained that while staff is still awaiting clarification from the State, it is believed to be the State School north of I-220 in Bossier Parish. Mr. Rachal also suggested that HB 211, another unfunded mandate to school districts limiting class sizes and requiring two teachers in Kindergarten through 4th grade classrooms, be added to the resolution. He also suggested that HB974, which will expand the power of the State over LEAs and everything LEAs do, be addressed in the resolution.

Mr. Ramsey stated that in an earlier conversation with the board's attorney on concerns of the majority of the board, he asked that he place appropriate HB and SB numbers associated with these additional issues on specific proposed legislation in the resolution. He noted the difficulty the district is currently encountering in hiring teachers and how difficult the proposed tenure legislation will make it for attracting and hiring new teachers, plus the fact that he has not seen a plan with details on the proposed legislation. He said the same is true for vouchers and how can we support tax dollars going to another parish or entity.

Mrs. Bell expressed her appreciation that the board is concerned about this situation and her agreement with the board's opposition to charter schools and taxpayers' dollars going to vouchers. She also agreed it is a sad day in Louisiana when one person can intimidate people and have those removed from positions once they disagree with them. Mrs. Bell said she believes we need to look at those we elect to the Legislature who are not supporting us, and she believes this resolution is a good way to make the board's opposition known. She also stated that once the board approves this, it will be important to get this to the Legislators as quickly as possible (overnight), to make them aware of the local Board's position. Mrs. Bell also expressed her appreciation to the *Shreveport Times* for their support in today's paper.

Mrs. Crawley stated that DeSoto Parish stated their opposition to Jindal's Reform Package; and not knowing how much time the Legislators will spend reading the resolution, she believes the

language should be to the point, i.e. he did not consult with educators, and this should be postponed until it goes through an appropriate process.

Mr. Abrams clarified board member questions and that the Board must vote on what the language will actually be before it is sent to the Legislators. He also explained that he wrote this based upon the work session discussion on MFP dollars and not general opposition to everything; but is now working on proposed revisions based on the Board's input. Mrs. Armstrong said that in the final statement, she feels we need to reiterate the Board's opposition and stated to the point that the Caddo Parish School Board is opposed to the Jindal Reform Plan in its entirety.

Mr. Hooks stated that he hears Board members concerns, but reality is the Governor has his people in line and whatever he brings down will pass. He said he has been telling the Board that the Caddo Parish School Board will no longer be the Caddo Parish School Board as we have known it; however if we fight, we have to gain the confidence of the constituents and their support. He added it is his hope that this can be turned around. He asked staff how will we know if the resolution gets in the right hands once it gets to Baton Rouge? Dr. Dawkins stated that communication of this nature is normally sent to each member of the Legislative Delegation, the Governor, the Lt. Governor and it is sent certified mail.

Ms. Trammel stated her understanding of the concerns that the Governor will not pay attention to what we are saying; however, if we don't send him our concerns, she doesn't believe it will make a difference. She encouraged everyone to send emails, etc. because someone will be reading them, and as simple as possible and to the point will be better.

Mrs. Bell encouraged sending this to the Legislators as expeditiously as possible as this is an urgent matter. She shared with everyone that she sees confidence in the Caddo School System and we need to fight for Caddo.

Mr. Pierson asked if it is possible to postpone this item for now and move forward on the agenda? With no objection, President Riall stated that the Board will move forward on the agenda and return to this item when Mr. Abrams has an opportunity to make the revisions to the proposed resolution.

Following the student readmission appeal, the board continued discussion with this agenda item and Mr. Abrams presented the following resolution opposing Governor Jindal's Education Reform Package for the board's consideration.

Whereas, HB974 and SB603 have been submitted as Governor Jindal's Education Reform plan; and

Whereas, the Jindal proposals have not been properly vetted and does not consider the impact on the teaching profession, and

Whereas, the effects on the local districts have not been studied and are destructive to public education; and

Whereas, for the past four years public schools across the State have received no increase in MFP, the funding formula that provides the per pupil allocation based on state and local revenue shares; and

Whereas, during this time school districts have absorbed an increase of 50% over the past four years in employee retirement and health care contributions, an annual inflation rate of

approximately 3%, thus lowering the per pupil expenditures available for schools and district operations; and

Whereas, Governor Jindal and Superintendent White have imposed a voucher program; this proposal was adopted by BESE and will be brought to the Legislature for their endorsement; and

Whereas, the MFP resolution submitted by the Governor through BESE will further reduce the MFP to local schools by funding state schools out of funds traditionally allocated to local schools; and

Whereas, it is anticipated that MFP for Caddo Parish Schools will be reduced by \$1,457,176.00 in 2012-13; and

Whereas, if passed by the Legislature, the above cost will be carried on for years in the future resulting in a drain on the finances of local school districts causing Districts to pay for programs at schools it has no authority to oversee or shut down should they be considered unconstitutional; and

Whereas, the inequity of funding as presented is harmful to the education of our children; and

Whereas, due to the above, the members of the Caddo Parish School Board request the Legislature to reject the MFP funding plan submitted by BESE and to return the proposal with a directive to fund traditional statewide schools and virtual schools without reductions in MFP to local school districts.

Now Therefore Be It Resolved that the members of the Caddo Parish School Board would oppose the funding plan submitted by BESE as recommended by Superintendent White and Governor Jindal reducing the MFP allocation of local school districts and unfairly reallocating the funds to traditionally state-funded schools and virtual schools.

Be It Further Resolved that the Caddo Parish School Board opposes the voucher system and the attacks on local school boards and public school teachers.

Be It Further Resolved that this resolution be spread upon the official minutes of the board with copies being sent to the members of the local delegation, members of BESE, and the Governor of the State of Louisiana.

Mr. Rachal asked that the resolution be sent to the *entire Legislative body* versus only the local delegation. *Mr. Rachal moved, seconded Miss Green, to approve the resolution as read by the Board Attorney with the change to include sending to the entire Legislature, and that the proper House Bill and Senate Bill are related accordingly. Vote on the motion carried unanimously.*

Mrs. Armstrong said it was requested certified mail; however, she believes there is a better way to do this. Mr. Abrams said we will not want to send certified because they will never receive it.

LEVEL IV GRIEVANCE

Mr. Ramsey moved, seconded by Mrs. Armstrong, to uphold staff's recommendation at Level III.

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone until the two parties can get together in a joint fashion. Mrs. Crawley said if it is true, she does not want to ramrod something through; and it is important that everyone has due process. Mr. Hooks reiterated Mrs. Crawley's comments and these people deserve a chance, so he believes the best thing would be to postpone and bring it back.

Mr. Ramsey stated that we are following due process and all the documentation is on BoardDocs; and while he can't speak for other board members, he did read the documentation and the facts are in the documentation. The original motion is due process and he is following Board policy.

Miss Green asked if Mr. Ramsey is saying take it back to Level III and Mr. Riall verified that the motion is to uphold staff's recommendation at Level III.

Vote on the substitute motion failed with Board members Pierson, Crawley, Hooks, Crawford, and Armstrong supporting the motion and Board members Riall, Green, Trammel, Ramsey and Bell opposed. Mr. Rachal abstained.

Vote on the main motion carried with Board members Pierson, Crawley, Hooks, and Crawford opposed and Board members Riall, Green, Trammel, Ramsey, Armstrong and Bell supporting the motion. Mr. Rachal abstained.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Ramsey moved, seconded by Miss Green, to go into executive session for up to 10 minutes for the purpose of a student readmission appeal hearing. Vote on the motion carried unanimously and the board went into executive session at approximately 6:32 p.m. The board reconvened in open session at approximately 6:53 p.m. Mr. Ramsey moved, seconded by Mr. Hooks, to uphold staff's recommendation for student T.W. Vote on the motion carried with Board members Crawford and Armstrong opposed and Board members Riall, Green, Pierson, Crawley, Hooks, Trammel, Rachal, Ramsey and Bell supporting the motion.*

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford asked that staff provide a copy of the principals' actual remarks about seven-period day, if there is a way high schools can be helped to mediate the loss of teachers, schedule a presentation on the program at Shreve Island, and update on request to form charter preK schools for those students we are not servicing.

Mrs. Bell asked if it is possible to hold a press conference on the resolution approved by the board on the state mandates and the board's opposition to the Governor's education reform plan.

Miss Green asked for an update on the Sungard Program. She also recognized three staff members that have helped her tremendously this week: Amy White, Title I; Kathy Retelle, supervisor of music, for getting instruments for the students at Green Oaks; and Carla Moore, director of Child Attendance and Welfare.

Mrs. Crawford announced that she was very impressed, when visiting Riverside last week, with how orderly and well behaved the students were when they were being dismissed.

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

April 3, 2012

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, April 3, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Priest led the prayer and Pledge of Allegiance.

ESTABLISH THE AGENDA FOR THE APRIL 17, 2012 CPSB MEETING

Superintendent Dawkins announced that at board members' stations was a proclamation on Attendance Awareness Week April 9-13, 2012. Proposed items were highlighted for the board's consideration at the April 17, 2012 CPSB meeting and the following discussion ensued.

Approval of CPSB Member Redistricting Plan. Mrs. Crawley asked that the large maps for Plans 15 and 16 be posted between now and the board meeting for review. Miss Green stated that one of the main reasons she agreed to postpone was because she did not have anything to choose from, and there doesn't seem to be any difference with Plans 15 and 16. Mrs. Bell asked for clarification and if there is a new map since the last meeting when Plans 15 and 16 were proposed? Ms. Priest explained there is not another new map. Mrs. Bell said when consideration began for the redistricting plan, she understood that each board member was to get with fellow board members if precincts were needed from their particular district. Mr. Ramsey explained that in redistricting, numbers have to match up and if a precinct is moved to another district, verification must be in place to make sure the numbers are in balance and is why every time there is a change, the maps must be revised before the board can vote on them. Mr. Ramsey also noted that the maps are on BoardDocs and can be enlarged to any size.

Ms. Trammel reminded board members that the smaller maps are available at the office for comparing; and while she understands there are areas that board members keep (areas in which they live), she asked about those areas board members are willing to give up? Mr. Abrams responded that they still have to meet the percentage points as described by Dr. Joiner.

Mr. Rachal referenced the discussion and debate at the last meeting that led to the board postponing this item and that he would like to know if the issues have been resolved with either Plan 15 or 16 so at the April 17th board meeting the board can move forward. Mr. Pierson explained that he requested a different plan and that plan was Plan 16; and as he stated at the last meeting, there was an impasse between District 3 and 4 and 8. At this point, neither plan suits all three of them, so he has gone to Dr. Joiner to determine what compromise can be made, i.e. Anderson Island, Stoner Hill east of Youree Drive.

Mr. Rachal stated it is obvious that whatever plan is approved will not please everyone, and there is nothing that can be done to change it and hopefully the board can come to some type of agreement.

Ms. Priest stated, in response to Ms. Trammel's request, one cannot move anyone out of district and no plan will give any board member exactly what they want. The redistricting in 2002 reflected a shift in the city's population which meant each board member district would be impacted. In this redistricting, she added that each board member will have to give something; because this is about population and keeping each district within a certain deviation.

Mrs. Crawley stated she believes everyone understands, but it's about schools more so than the Commission and people want to be represented with the school they are in. She added it is about

what the constituents want and they do not want the Commission map and keeping continuity. She also stated that the board needs to be a board that listens to the constituents and the neighborhoods when they approach the board.

Mrs. Crawford noted some differences that were big to her; and while Plan 15 allows her to keep Precincts 9 and 13 (which are located ½ block from her house) and a large part of her voting base and is the same thing Mr. Pierson wants in his district – continuity. In Plan 16, she loses Precincts 9 and 13 and the continuity. She asked for the change in Plan 15 because these two precincts are close to her and are constituents she can count on. Mrs. Crawford also stated that she doesn't understand why board members are not willing to work with each other, and encouraged the board to make a decision and move forward and not be distracted from other important issues that need the board's attention.

Mrs. Bell stated she has always thought the board was 12 members together and when the Commission addressed their districts, her counterpart on the Commission contacted her and they worked together. She said she is bothered by this because she believes it is all about the children; and she represents those that live in District 12, but she represents all the children in Caddo Parish. She encouraged the board to come to the meeting on April 17th prepared to vote on a plan and move forward.

Mr. Hooks said he believes problems with this began when he and Ms. Priest were zoned out of their district, and a new precinct was created for him and then Judson was given to Ms. Priest and Mooretown to him, which did not matter to him.

Mr. Pierson said his only concern is it is not about schools and who represents what schools, because every board member has students living in their district that attend a school in another board member's district. He reminded the board that many years ago when the Police Jury (Commission) approved the individual districts, the same districts were established for the School Board and it was this way for many years, and he doesn't believe it was ever this difficult. He encouraged the board to do what needs to be done to vote on a plan on April 17th and move forward.

Proposed Revision to CPSB Policy JG. Mrs. Crawford asked about the revision on page 3 addressing expulsions and if any student threatens a teacher or commits battery, the principal shall recommend students for expulsion; and she knows teachers are being threatened and students are not being moved from that classroom. She expressed that she doesn't see putting this in the policy if principals are not going to follow through. Understanding why, because of Dr. March, they do not want to do it, Mrs. Crawford said there should be no room for this in the classrooms and these students should be expelled. She asked if staff will be enforcing this policy if the board approves it Dr. Dawkins responded that this is an addition being put in for this reason and that reason is there is no tolerance for any threats or assaults on a teacher or staff member, and yes it will be enforced.

Mr. Riall noted the inconsistency in the numbering of the backup information and asked if there is a page missing? Mr. Abrams explained that the only parts presented are those that actually have revisions and reminded the board that last year a teacher wanted to be present when there was a claim of striking a teacher and the committee met to modify the policy to allow the teacher to be present during the hearing if she so chooses and can do so by actually being present or submit her statement in writing. He also noted changes in the requirement to record the hearings which was brought on by the incident when the student at a high school had liquor in their backpack; and if recorded, would provide what is needed. The recording will be transcribed only if required and also reminded the board that during that process the judge was disturbed because there was not a recording of the hearing. Dr. Dawkins asked if there are any proposed changes under 3 and 4. Mr. Abrams explained the proposed revisions and that some of the language is

added because it is in the statute and includes what the principal must do to make the superintendent aware of any such instances.

Mrs. Bell asked for clarification on Page 1, No. 5, and how it could be misleading. She said if a principal may allow a student to return without a conference if it is determined to be in the best interest of the student, and if a guardian willfully refusing to attend a conference, meeting or hearing regarding a student's behavior shall be referred to court. She said it appears that the parents are asked to be present, but it also says the principal can bring a student back without the parents. Mr. Abrams said it makes perfect sense since the principal is allowed the latitude to bring a child back when a parent will not show up, and then you can go directly to court and have something done to get the child back in school. Sometimes a parent will not show up just because and it's the parents problem, not the child's. Mrs. Bell said she believes the wording may need changing because a parents might say they do not have to go because the principal has the authority to say a child is returned, so she questions who is in control. Mr. Abrams said the principal is always in control, and Mrs. Bell said that is not clear. Mr. Abrams also added that he believes 416, the statute, is written that way and if it is read in context it says parents are given the opportunity and are required to return after a suspension. Mrs. Bell asked the Board Attorney to look at the wording.

Mr. Hooks said based on what he read in the local newspaper about children should not fear bullying, because when a child continues to harass a teacher, this too is a form of bullying, and he doesn't believe the board will have to worry about this very much longer. He said he attempted to accomplish this last year and reminded the board members that Louisiana does not have bullying legislation. Mr. Hooks added that teachers cannot teach today because students know exactly how far they can go.

Ms. Priest noted some information that she believes is conflicting and she believes it is important to enforce the policy and provide uniformity in enforcing this item. While this is an opportunity for the Caddo District to make some changes, it is important to have discipline in the classroom. The teachers are trying to teach and the students are attempting to learn. She added it is important to remember that every child has a right to learn; and just as there is a behavior policy to enter the magnet schools, there is also a behavior policy to say if a student cuts up, they cannot stay in the classroom and it is necessary to separate those that are not in the classroom to learn. Dr. Dawkins assured Ms. Priest that upon adoption of this policy, all staff will be trained. Mrs. Armstrong stated she cannot agree with Ms. Priest more, because she knows for a fact that there are principals refusing to allow teachers to send students to the office and the teachers are penalized if they do, as well as reprimanded. When this happens, it is a harsh reality to her that teachers are treated in this manner by principals. Mrs. Armstrong noted that all the principals need to start supporting the academic staff and giving teachers the support by holding students accountable. She also stated that the school board needs to also do what needs to be done to create quality instructional programs for the students despite what will be put on the academic staff to carry it through.

Mr. Ramsey asked that when it gets to a point of disciplining these students, please do not move them to another school. Mr. Hooks said rest assured that once Caddo gets a handle on discipline in the classroom, he guarantees test cores will improve. The parents also need to be held accountable for their actions, because where there is no discipline there is no learning and where there is no discipline, there is no teaching. He also stated that it is important to not send the wrong message by saying we are not experiencing any discipline problems when in fact discipline is a problem.

Mrs. Crawley asked the superintendent about JPAMS and Dr. March and the requirement to record everything and are teachers entering disciplinary problems because some schools are telling her that they are not allowed to do so. Dr. Dawkins responded that if there are those not

entering data or they are being told not to enter disciplinary data, it did not come from him and he knows nothing about it, but would like to know what schools are experiencing this.

Mr. Abrams explained the policy is complete and No. 2 is the very last one under expulsion and Attachment 3 begins the next segment.

Mr. Pierson stated that having spent a lot of time in the classroom, there is a very thin line drawn between an effective teacher and one who controls their classrooms and one who does not. He stated he believes teachers need to be supported; however, he doesn't believe discipline can be legislated. He does, however, believe that somewhere between the superintendent, personnel, administrators, policies, is a point where everyone is worked with, including parents, to make sure that we can have some type of order and help maintain that order. He doesn't believe we should be so anxious to throw students to the juvenile courts, etc. He reminded everyone to look at the scores (numbers) and the board needs to do the best it can to support the teachers in alleviating some of the problems they have so they can be more effective in classroom discipline.

Resolution Relative to Oil, Gas, Mineral Lease (Kirby Oil Company). Mr. Abrams explained that this is a potential oil and gas lease on the old Hosston property. He said the amount of bonus recommended is \$1,000, and he talked to John Madison about this and Mr. Madison was not certain; but the rates are relatively low at this time. Mr. Abrams further explained that it will be submitted to the Mineral Board who will determine the fair market value based upon solicitation.

Mr. Ramsey asked Mr. Abrams about the \$1,000 an acre and the limit of 20% on royalties, and he believes this is shortchanging us on both ends. Mr. Abrams explained that the board can change this to 25% if it chooses to do so, because this is their proposal. Mrs. Bell asked Mr. Riall if this is what is being offered in the northern part of the parish? Mr. Riall explained that Hosston is in a shallow well, Cotton Valley area, and \$1,000 is approximately the going price. He also stated that the one requesting the lease is the same person that recently purchased the property and he is using the property as a community service project. To his knowledge, Mr. Riall said there are several wells besides Hosston and near the school and they are producing which will be income for the District. He also clarified these are oil royalties and not gas royalties and oil is paying more than gas at this time.

Mr. Rachal noted that we are mandated by state law that we cannot accept anything less than the appraised value, which is what the gentleman offered. He said he doesn't believe \$1,000 an acre is enough and he doesn't agree with the 20% and believes standard is at least 25%. He added he will be suggesting at the board meeting that this be changed. Mr. Riall noted that all the Board is doing is leasing about 1500 feet of a shallow well, and Mr. Abrams confirmed that there are a lot of shallow oil and gas leases and we do not have the rights to go below which does not put us in the same level as what was done with the Haynesville Shale. Mr. Abrams added he will revisit with Mr. Madison, but the leases are for the shallow portion which means you would still be able to lease it for gas in the future. Mr. Riall asked if we lease for shale in the future would we not put a cap on that in the event the Smackover Field comes into that area?

Mr. Ramsey asked if 20% for oil in a shallow well is appropriate? Mr. Abrams said he will get with Mr. Madison prior to the next meeting and make the board aware. Mr. Riall added that in the past the shallow well royalties have been 1/5th.

Request to Sponsor H1B Visa for International Teacher. Jan Holliday explained that the backup documentation was sent to the immigration attorney for his review and she is awaiting his response. She further explained that this is for a teacher employed as a math teacher, and is not one of Caddo's Filipino teachers, but is a teacher employed under an employee authorization card which will expire in September when she will be eligible for an H1B application. Mrs.

Holliday also announced that this teacher is Caddo's high school teacher of the year and staff will move forward with this request with board approval.

Ms. Trammel stated she is pleased to see this on the agenda and encouraged the board to look at this teacher's background and the great job she is doing at Woodlawn.

Approval of MOU for Christus Linwood School Based Health Center. Superintendent Dawkins explained this is an agreement with Christus Schumpert to continue to offer these services in the Linwood neighborhood. Mrs. Crawford asked if the program will be continued at Woodlawn High School also.

ADDITIONS

Mr. Ramsey requested that an item be added to the agenda for Approval of the Budget for the 2012-2013 School Year be added to the agenda. Mr. Ramsey stated that students are already registering for classes for next school year and he believes we need to move forward. Mr. Lee explained that it can be ready for adoption in April, but it cannot be formally adopted until it has been available to the public 15 days prior to board action and advertised in the paper 10 days prior to board action. Mr. Ramsey said he believes the main problem at this point is addressing the high school curriculum and what schedule will be used, and the need to get this information to the administrators so planning for next school year can be addressed. Mr. Lee added that he believes a staffing formula can be ready for the board to approve along with a budget based on what the board approves. Mr. Riall asked if the motion will now stay the same? Mr. Ramsey asked that the item on the agenda be Revision to CPSB Policy GCA to address staffing needs. Mrs. Crawley said she is not even considering the seven-period day based on the many emails she is receiving from her constituents that they will move to a private school if we do not offer the block schedule. She asked if options on the budget reflecting all three scenarios will be presented and the superintendent responded staff will provide this information.

Mrs. Bell stated her agreement to address scheduling and asked the superintendent if he will explain the three different schedules at the budget work session on Thursday, and is it possible to put this on the agenda for the board's consideration? Dr. Dawkins responded staff will bring this information and if the board chooses to act on this at the April meeting, they will have the opportunity to do so. Mrs. Bell asked if this portion of the budget can be on the agenda, i.e. staffing formula? Mr. Ramsey clarified that is what he is requesting for the next agenda and he has already shared with the Superintendent that his preference is the 4 x 4 schedule. Mr. Riall announced that there is no backup provided on this item so the board cannot discuss further.

Mr. Hooks asked that *Disband the Sungard System* be added to the agenda for April 17th.

Mrs. Crawley asked about the solution to the Byrd parking lot being presented for the board's consideration, and if the Superintendent will be prepared to bring a recommendation for the funding source? Mr. Woolfolk updated the board on the recent meeting held to discuss options and the cost for each of those options. It was reported that at this time, discussion is still ongoing with the homeowner about that possibility.

ESTABLISH THE CONSENT AGENDA

President Riall announced that Items 6.05, 7.01, 8.02 and 8.05 are the consent agenda items. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the April 17, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, Red River United/Caddo Federation of Teachers/Support Personnel, expressed her appreciation to the Discipline Review Committee for coming to the board with the proposed changes regarding assault and battery allowing teachers to be a part of the process. She also stated the issue with JPAMs is real and teachers are not allowed to put things in JPAMs and she will be glad to provide names. Regarding scheduling for the next school year, she is not hearing academics and with Common Core being newly implemented next year, it will be important for the board to consider a schedule that includes extended classes for students to have the opportunities needed and what select a schedule that is best for the academic program. Mrs. Lansdale also shared information on Caddo's tenure teachers and how they are impacting the classroom.

Brianna Jett, freshman at Caddo Magnet High School, shared with the board how unhappy students are about the proposed seven-period day which will cut the number of classes/credits students can attend/earn. She said these are needed in preparation for college and her preference of the AB schedule and why it is a good schedule for high school students.

As a point of personal privilege, Curtis Hooks noted that Wednesday will be an important day in Baton Rouge not only for teachers, but for students as well as school board members. He said this will be an administrative nightmare with the number of teachers anticipated to be out because they are traveling to Baton Rouge. He asked the Superintendent about the possibility of declaring a non-teaching day because of the number of subs that will be needed. Dr. Dawkins said that he has been made aware of the possibility for a large number of subs; however, staff is monitoring and will meet following the board meeting to finalize the plan to keep school open.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:23 p.m.*

April 5, 2012

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:00 a.m. on Tuesday, April 5, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

Superintendent Dawkins stated that in the next couple of weeks staff will respond to new challenges from the State and today will continue to share information on the proposed budget for the 2012-13 school year.

Antionette Turner, chief academic officer, and Bruce Daigle, director of school performance, shared with the board various scheduling options for the high schools and asked the board to be reminded of two additional changes taking place in the fall - the implementation of the Common Core curriculum and changes affecting ages 4 on up beginning with Phase I at the kindergarten level. She said with the change in the curriculum, additional time for training, resources, etc. will be prepared as well as a change in the expectations and the connection to the evaluation and test scores. Dr. Dawkins reminded the board that the Common Core Curriculum has been adopted in over 40 states and Mrs. Turner added that what is being presented is a scheduling option and the differences in scheduling options, i.e. A/B, 4 x 4 or Seven Period Day. In talking about scheduling options, the difference is in the quality of teaching and learning in the classroom which can happen in all three options. When working with curriculum, instruction and teachers, Mrs. Turner addressed how staff daily discusses ways to improve and make instruction better by talking about what is working, what is not working and how it can be done different. She also addressed the benefits of all the high schools being on the same schedule, as well as comparisons of the scheduling options including cost to implement, training, instructional minutes, credits available to students, Dual Enrollment, Virtual School, and remediation. Mrs. Turner further explained the A/B block has students in a particular class every other day, and 4 x 4 holds four classes everyday for an entire semester, completing a year course in half a school year, both with the ability to earn 8 credits in a school year.

Mr. Lee noted the changes made since the last time the board saw the budget and highlighted the budget summaries presented, including the negative \$6.2 million which has changed from the first proposed budget reflecting a positive \$50,000 balance. Mr. Lee also explained that the proposed budget presented is a legally adoptable budget; and if the board so chooses to adopt it, the state will accept it. He emphasized that the original proposed 2010-11 budget reflected a negative \$29 million and this proposed 2012-13 budget beats that amount by \$22 million. He explained that there are many positive variances each year, i.e. vacant positions, that are budgeted but not spent and this \$6 million will possibly be covered unless something unexpected happens. Mr. Lee also highlighted how the proposed budget went from a positive \$50,000 to a negative \$6 million including reduced revenue in MFP dollars of \$4 million, increased property tax revenues, increased expenditures for staffing, reorganization of alternative schools, shifting of some expenditures to Federal funds, and reduction of approximately \$1 million in Central Office and operations.

Superintendent Dawkins explained that this budget, as it stands, keeps block scheduling in and does not have any layoffs of staff.

Ms. Trammel asked Mrs. Turner if there is a scheduling trend for high schools in Louisiana? Mrs. Turner explained there are variations across the State and variations/modifications even within the 4 x 4 and A/B schedules. Ms. Trammel asked if she understands it is best for all high

schools to be on the same scheduling and the board needs to decide on which scheduling option Caddo Parish will use. Mrs. Turner responded that one of the reasons the District originally went to the A/B Block was the benefits of being able to share resources, students and staffs. With the 4 x 4 and the A/B Block there are many similarities; however, the biggest difference is locking in for an entire week with one schedule and the other schedule alternates. She added there is also a difference in the expectations for planning for teachers and the workload for students. Ms. Trammel asked about parents' concern that on the A/B Block Schedule if a student misses class one day they do not see the teacher for several days. Mrs. Turner confirmed that is correct with the A/B Block and staff has modified it by variances in organizing and managing students' schedules. Ms. Trammel asked if a more-seasoned principal at a school can better understand needed planning? Mrs. Turner explained that time and effort are needed in building a master schedule and it doesn't necessarily mean a seasoned or experienced principal adds to that. Options are discussed at principal meetings, and how to make it work in each individual school is the challenge; and there are additional challenges with the 7th and 8th graders in with the 9th through 12th graders. Staff will continue to work closely with the principals to make sure they have all the information they need in order to make the best decisions for their students.

Mr. Hooks asked for a Point of Understanding because at the last meeting he heard the word outsource, i.e. transportation, and he understands from the Superintendent there will not be any layoffs. Superintendent Dawkins responded there are no layoffs in the budget presented. At the last meeting, a board member asked about outsourcing and going to outsourcing is a different scenario that would implement a RIF if people are separated from the District. Mr. Hooks said he has been asked these questions and he understands from the staff's response that employees in positions that may be outsourced would be given the opportunity to work for the new company. Dr. Dawkins responded that is correct and Mr. Hooks asked if it is correct that typically most employees will be hired if they meet the hiring practices of that particular company. Mr. Riall interjected he is the one who brought this up; however, at this time, there is nothing planned for outsourcing, but only a theory to look into. Mr. Hooks asked before this is considered that it is looked at very closely because many employees have invested their life into the school system and if the service they provide is outsourced, they will lose retirement, benefits, etc.

Mrs. Crawley asked for clarification on the number of budgeted positions (54 regular teachers, 19 teacher's aides, 16 special education) and how we are reducing these positions (other than through attrition), by school, grade, etc. Mr. Lee stated that part of this is looking at the staffing formula; and besides the normal changes from year to year, staff is looking at the Kindergarten and 1st grade classes. Previously the formula has been a "hard" number of 20 to 22 per teacher which means if there were 23 students, the principal got a second teacher when in other grades, the number was rounded, as long as it stayed within the state guidelines. Mrs. Crawley asked if staff is telling principals they must cut a certain number of teachers? Mr. Lee responded that high schools did not change, and Mrs. Crawley asked if that means Byrd will have the same number of teachers, and Mr. Lee explained that high schools did not change and it is based on the number of students. Mrs. Crawley asked if a school has two kindergarten classes, each with 26 students, will they have 26 students all year or maybe 28? Mr. Lee said not 28 because this is above the state allotment, and Mrs. Crawley noted that it used to be 28 and almost all had 28 before the board changed it to 20, and her concern is the second graders will not know how to read even though kindergartners have been able to read when there were only 20 to 22 students in a class. Mrs. Crawley also encouraged staff to meet with Caddo Magnet High since it is different from the neighborhood schools; and if they want to keep the A/B Block, she would like to see that happen so we can make sure the best is afforded the students at Caddo Magnet even if the remainder of the schools uses a different schedule. Dr. Dawkins said discussions will be held with any changes; however, he reiterated the importance and advantage of being consistent in the system. Mrs. Crawley reminded everyone that Caddo Magnet High does not experience changes in the student population during the year as other high schools in the District do.

Miss Green asked staff if there is any idea as to how many retirees there will be this year? Mrs. Holliday responded that on average, approximately 140 teachers retire.

Mr. Ramsey stated he is not happy that the budget is not balanced and that we are exploring this possibility and not allowing for variances and other things that could happen that will affect the budget? Mr. Lee responded that variances can be put into the budget; however typically what has been done in the past is budget for possible positions because if we do not budget positions and money associated with those positions, we cannot put subs in position if there is not a teacher to be replaced. In essence, staff budgets as if we will be fully staffed even though staff realizes, because of what typically happens in any given year, there will be at least 40-50 vacant special education teachers that we are unable to fill. Basically, he is only tweaking the numbers to make it balance. Mr. Ramsey asked if the budget reflects the potential loss for the approved voucher bill and how we will be affected, and Mr. Lee said it does not. Mr. Ramsey asked if what we pay for sub teachers is included in the proposed budget, and Mr. Lee said it is. Mr. Ramsey said to “continue to kick the can” down the road in balancing the budget is no different than what the State has done with the retirement system and why local Districts are having to budget additional amounts for these liabilities which will only get worse down the road. In now choosing which option will be used for the high schools, he noted there are other options available and outsourcing is one way to possibly address expenditures and cover shortfalls and not continually extend them. He noted this will only get worse; and at some time, a board will have to address these issues.

Mr. Rachal asked how many contracts for outside sources is the District currently locked into as well as what we pay them, and are we mandated to do so? Mr. Lee responded that staff can look into this further and provide it again to the board. Mr. Rachal asked staff what is the preferred class schedule for high schools? Dr. Dawkins responded that staff has entered into the budget the A/B Block schedule option for the last 1.5 years with staff in place to support and staff is recommending that the District continue with this option which appears to be working. He added that the only reason for the discussion is the cost and staff continues to look at ways to alleviate the cost. Mr. Rachal asked if the proposed budget is what staff is recommending and Dr. Dawkins explained that the proposed budget does reflect the A/B Block option.

Mrs. Crawford asked for copies of the proposed student teacher ratio as it will be reflected in the revision to the staffing formula. She also said that when the teachers went to Baton Rouge, Central Office personnel were used to fill in as substitutes and she notes that we are not using any of these positions, but we are losing teacher positions. She suggested that maybe the supervisors can continue to be used to offset some of the cost for subs. Mrs. Crawford stated that even though the board passed a motion that a “balanced” budget be brought to the board, the projected budget is the same as is always brought to the board even though there may be changes brought to the board to change the budget over the course of a school year.

Mrs. Holliday further explained that what is presented to the board only reflects changes in the budget associated with changes in the Kindergarten and 1st grade allotment. She also referenced the minimal “housekeeping” changes and added that the change reflects the way the Kindergarten and 1st grade classes will be staffed and the allotment will be rounded rather than a hard formula. Mrs. Crawley asked if she understands correctly that if there are four teachers at a school, it could be reduced to three teachers that will have 26 students in a class? Mrs. Holliday said if that is the way the enrollment falls, and we stay within the State limit of 26 students in a class. Mrs. Crawley stated she knows this has happened (gone above the staffing formula) in the past and asked if she understands this could possibly save the cost of 30 teachers, and Mrs. Holliday said that is correct.

Ms. Priest asked staff if they have determined the sentiments of the students directly affected by the 4 x 4 or A/B Block schedule? She said if it has not been done, she would recommend putting

together a focus group made up of students and a teacher from each high school to determine their preference. She also asked if the District is taking advantage of the Distance Learning and technology capabilities in our schools? Mrs. Turner responded that staff is taking advantage of Distance Learning; and while this opportunity is available, all schools have not maximized use of this technology. Ms. Priest asked why have schools not done so, and Mrs. Turner stated it has to do with organizing the scheduling option and staff continues to work on this. Ms. Priest said that is not a good answer when the board has spent the amount of money it has on technology and these opportunities are passing students by. Mrs. Turner said staff will put in place to take full advantage of the District's technology.

Mr. Riall asked Mr. Lee if the remediation fee difference amount is for the Superintendent's Targeted Schools? Mr. Lee responded that is correct. Mr. Riall reiterated what Ms. Priest requested to get input from the students and asked Mr. Daigle his assessment based on his experience as a principal? Mr. Daigle responded that A/B Block is popular because of the flexibility it gives principals, and 4 x 4 is fewer courses at one time, but it is more stringent and if students are asked, the response will possibly be split. Mr. Riall agrees that students need to be included in this decision.

Mrs. Bell asked how can we do a balanced budget with all the decisions and changes being made in Baton Rouge? She said while we might be able to balance the budget, she believes what staff has presented is something the board can work with. Staff cannot predict how many will retire because there are those that will decide in the middle of the year. Mrs. Bell also reminded everyone that since she first came to the board, her theme has always been "All Schools" taught the same things. She also stated her understanding for seeking the students' opinion but asked what will be done if $\frac{1}{2}$ of the students say 4 x 4 and $\frac{1}{2}$ like A/B Block? She noted that employees have been trained on the A/B Block and the previously used seven-period day, and she does not believe one school should be placed above another one. She stated everyone needs to think about what is best for the children and what is best for the children is best for ALL children.

Ms. Trammel stated that in conducting surveys, when you get the opinion of one child, one school, one principal, you only get the one opinion and suggested that, if possible, staff go into the school and meet with a group of 30 to 40 students per school to get their opinion on the options. When asking the students at Woodlawn their preference, Ms. Trammel said she learned most students do not know there is another option beyond the option at their school (A/B Block).

Mr. Hooks stated he was going to leave until he heard the comments relative to Kindergarten and the student teacher ratio and expressed that as an Elementary Education Major, he doesn't believe consideration should be given to putting more than 22 students in these classrooms. He said we are in trouble and the reason is we keep overloading teachers with more students and as a result, teachers cannot teach and students are not learning. He encouraged the board to look at this closely, because in his opinion, more than 22 students in a classroom will not work, especially in the elementary grades.

Mrs. Crawley stated that eliminating 30 Kindergarten-1st Grade teachers will be "kicking the can down the road" and the deficit will be seen when the students reach the third grade. Mrs. Crawley asked that staff present a budget that does not affect the K-1 staffing allotment but eliminates something that is not associated with the classroom on a daily basis. She believes the teachers are the most important positions we have. Dr. Dawkins stated that staff will continue to look at this, but research is very clear on both sides of the issue and staff will not do anything to overcrowd classrooms. Mrs. Crawley added that before Dr. Dawkins arrived, there really was 28 kindergarten students in a classroom and this improved when the board changed the pupil teacher ratio to 20 and last year it changed to 22. Mrs. Crawley stated that 4 x 4, just like Career Education School, et.al. programs, cannot pretend that all the students will be star athletes, that

they will all go to college, they will all do their homework, and none will be a discipline problem. Mrs. Crawley also stated she is o.k. if all of the high schools are on the same schedule, because she believes fewer changes every year is positive and the positives with 4 x 4 is less homework, fewer discipline problems because of fewer classroom changes. She asked that each school be looked at closely as to what the school is made of because they are not all alike, but should all be afforded the same opportunities. She also said the curriculum also must be tailored to what is best for each child and not a curriculum that competes with other schools. Mrs. Crawley doesn't want a "one size fits all" and encouraged staff to look at this more closely.

Mr. Pierson asked if this is a roll forward year? Mr. Lee responded that last year was a roll forward year and the board voted against a roll forward; this year is a reassessment year. Once the reassessment goes through, the millages will likely drop slightly, and the max that can be done is go back to what it was this current year. Mr. Pierson asked if the District will lose some money, and Mr. Lee responded no, because in theory we can actually get a little more property tax revenue and is why the revenue budget was revised accordingly. Typically when property taxes go up, the millage is lowered to keep the revenue amount the same. Mr. Pierson said he understands decreasing the millage so the District continues to receive the same amount of money. He also said while he has a preference, and he believes everyone has a preference based on their experiences with block schedules versus the seven period day, he encouraged conversation with the administrators before a final decision is made to get their points of interest and view. Everyone who has a stake in the game needs to express their opinion.

Miss Green reported that she talked to a few students (BTW today) and when asked about the Block Scheduling, some of the students said they were tired of changing and hoped that we will stick with a plan. She also indicated to Mr. Lee her interest in talking about the music program.

Mrs. Armstrong asked if principals were polled regarding their preference for the Block, and which block did they choose? Mrs. Turner noted a number of conversations held relative to the A/B Block and 4 x 4 Block with the majority in favor of the 4 x 4 and the numbers were based on the number of principals voting. Mrs. Armstrong referenced conversations relative to outsourcing and asked if there has been any movement to get a pricing for outsourcing any department? Dr. Dawkins responded that the District receives solicitations all the time from various companies, i.e. everything from risk management, to transportation, to everything we do. Mrs. Armstrong said she is thinking about specifics and, with so many schools that need to be cleaned each day, asked how much it would cost to outsource this type service. She also said if outsourcing is a benefit, we need to consider it, and if it is not, then it needs to be removed from the table. She also asked that staff provide the board a detailed list and cost for sources that could possibly be outsourced because security and transportation, for example, are huge expenses. Dr. Dawkins said if that is what she is asking for, staff will work on and provide this information to the board. Mrs. Armstrong also asked about possible legislation relative to extended sick leave, because the CPSB currently has a policy in place that parallels State legislation relative to extended sick leave and the additional 90 days that are costly to the District in terms of providing subs. She further stated that this legislation will perhaps change this and reduce the number of days, and she believes Caddo needs to follow this legislation. She encouraged staff to look closely at this since so we are not paying double for one service.

Mr. Ramsey announced that HB976 (Voucher Bill) overwhelmingly passed the House this morning, and asked staff to recalculate this in the proposed budget. Mr. Ramsey noted that he is aware of several contenders for these vouchers and he believes a projection needs to be made for the upcoming budget so we are prepared and not surprised. He also stated his disappointment in looking to cut teaching positions that some feel are critical and at the same time not having any numbers on what can be cut if these teachers are not cut.

Mr. Rachal reminded everyone that the School System's responsibility is to teach children, and he asked if the budget can be broken down to show the breakdown of the employee benefits expenditure, i.e. District cost for health care and for retirement? He said the board is faced with some tough decisions and with our job being to teach children, and the cost of doing business increasing daily, the board may have to make some adjustments in services, i.e. outsourcing transportation, maintenance, food service, custodial, etc. He also referenced the District's mandated contribution of 24% in the retirement system when the regular private sector only contributes a little over 6%. If teachers want fewer students in the classroom, a value has to be placed on that and questions asked, i.e. if it is not worth having the same type benefits in health care, etc. Mr. Lee responded that staff has a spread sheet on how they arrived at the numbers and he would prefer to provide those spreadsheets in the future as supporting documentation and not break it out as a separate item on the budget. Mr. Rachal said he doesn't believe the public is aware of what the massive numbers represent and it helps them to understand the Board's position and that decisions are being made based on what the State mandates Districts to do.

Mrs. Crawford asked if the \$200 M&S money for the teachers could be added back in the budget. She also asked about the Vision 2020 emphasis to increase reading in K-3 and if this has been incorporated in the curriculum; and if teachers need to be cut in that age group will this offset the larger classrooms? Mrs. Turner responded that we have been incorporating additional reading strategies in training the K-2 teachers. Mrs. Crawford asked if improvement has been seen in the reading skills, and Mrs. Turner said according to DIBEL scores, we are seeing some improvement; and staff continues to monitor this. Mrs. Crawford asked about the cost to do this and Mrs. Turner explained that it is strictly through training structures in the individual schools. Mrs. Crawford noted reading groups within large school classes and if Caddo has the smaller groups in place. Mrs. Turner explained there are smaller reading groups for additional reading support based on assessment and it is broken out by skill sets and addressed in a variety of ways. Mrs. Crawford asked about legislation requiring two teachers in certain grades, and Mrs. Turner said she is not aware of any such legislation.

Ms. Priest asked, relative to the reading emphasis in K-3, that partners within the community remain strong. She said she believes we could save the District money by partnering more with Head Start and possibly have a better quality student. Mrs. Turner stated the District does work with Head Start in the pre Kindergarten program and their teachers participate in Caddo's Professional Development for preK teachers. She also asked staff to develop a list of all contracts currently in place and review how Miami Dade County renegotiated their contracts.

Mrs. Bell stated that outsourcing may look good, but consideration needs to be given to those employees currently holding those positions and how they will be affected, i.e. will these companies hire Caddo employees who have been in Caddo for a number of years and how it will affect their income and benefits. Mrs. Bell asked Mrs. Holliday if, as a result of retirement and various other reasons, there are 10 teacher openings, some of which must be filled with certified teachers, it is possible to know by October whether or not a certified teacher is missing at one school and the need to work with another school that has a certified teacher and connect the two classes so the students needing a certified teacher do not miss any instruction? Mrs. Holliday stated the principals know where their vacancies are the moment they have one and they don't wait until January. She also said if there are no applicants in a specific subject requiring a certified teacher, the possibility of connecting classes through Distance Learning is something Academics addresses; and there are situations where there are critical shortages. Mrs. Turner responded it is possible and it has been done in the past. Mrs. Bell noted she should not receive any calls in the fall about the shortage of a certified teacher in a critical area.

Mr. Pierson stated his concern with "responsibility without authority", and when we begin outsourcing services, i.e. transportation, and students are not picked up, we are still responsible, but lose authority if outsourced. He also stated his belief that the budget document is a good one

even though it may not have everything in it that the board would like to see; and he feels certain that things will happen throughout the year that will require the board to make adjustments to the budget. However, if it is something that is sound in judgment, he believes it is important to move forward until we know more about vouchers, etc.

Mrs. Crawford stated that she recently read how much money the RSD spent to outsource Baton Rouge, and their cost (to outsource transportation) was twice as much as Caddo, so it is important that we are cautious when looking at the possibility of outsourcing services.

Mrs. Armstrong said that is her point also and that we can continue to arrive at all types of scenarios, but it is important to look at the facts and not make decisions based on hearsay and assumptions. She added too many times it sounds really good, but the facts indicate differently.

Dr. Dawkins expressed appreciation to the board members for their input and questions and reminded the board that this proposed budget continues with the A/B Block schedule. He added that staff will continue to whittle down the numbers and asked for clarification of Mrs. Armstrong's request and staff will provide current costs for all services in the Central Office as well as outsource costs and will have these for the board at the next meeting.

Mrs. Bell encouraged everyone to read the Voucher Bill and what all is contained within it.

There being no additional discussion, the work session ended at approximately 1:05 p.m.

April 17, 2012

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 17, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Priest led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 13, 2012, MARCH 20, 2012, APRIL 3, 2012 AND APRIL 5, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mrs. Bell, approval of the March 13, 2012, March 20, 2012, April 3, 2012 and April 5, 2012 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS/RECOGNITIONS

Victor Mainiero, interim director of Communications, on behalf of the board and staff, recognized the following students and staff members for recent accomplishments. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Regional Science and Engineering Fair Winners. The following students were recognized as first place winners in the Regional Science and Engineering Fair. Suraj Keerthi, Eden Gardens (Biochemistry); Noah Carscadden, Eden Gardens (Environmental Management); Janay Marston, Eden Gardens (Plant Science); Garrett Chaisson and Jameson Feeney, Eden Gardens (TEAM Engineering and Transportation); Anna Daniel, Fairfield (Environmental Sciences); Ariel Kay, Forest Hill (Earth and Planetary Science); Kyra Pamplin, Judson (Medical and Health Sciences); Ella Jones, Riverside (Animal Sciences); Layan Samandar, Riverside (Computer Science); Sumner Scott, Riverside (Engineering, Electrical and Mechanical), and Ajay Letchuman, South Highlands (Cellular and Molecular Biology). Overall Division winners are Garrett Chaisson and Jameson Feeney, Eden Gardens; and overall sweepstakes award for the region is Eden Gardens.

Middle School winners are Calli Sinclair, Broadmoor Middle Lab (Behavioral and Social Sciences); Venkatesh Sivaraman, Caddo Middle Magnet (Computer Science); Arjun Keerthi, Caddo Middle Magnet (Energy & Transportation); Steven Holman, Caddo Middle Magnet (Mathematical Science); and Malik Chancy, Ridgewood Middle (Biochemistry). The Overall Middle Division Winner is Steven Holman, Caddo Middle Magnet (Mathematical Science); and Top Middle School in the Region is Caddo Middle Magnet.

The following high school winners are from Caddo Magnet High School: Morni Modi (Animal Sciences), Caitlin Wilson (Behavioral & Social Sciences), Christina Collins (Biochemistry), Ruth Bishop (Cellular & Molecular Biology), Emily Felty (Chemistry), Elijah Ash (Earth & Planetary Science), Waverly Hock (Energy & Transportation) William "Kade" Stewart (Engineering Materials & Bioengineering), Jana Asuncion (Engineering Electrical & Mechanical), Neil Nathan (Environmental Management), Joshua Smoak (Environmental Science), Luke White (Mathematical Science), Nicole Lim (Mathematical Science), Sarah Rivers (Medical & Health Sciences), Sean Nathan (Microbiology), Henry Lin (Physics & Astronomy), and Heather Dotting (Team Competition). The Overall Division Winner for Top Individual Project is Christina Collins (Biochemistry) and the High School Sweepstakes Award goes to Caddo Magnet High School.

Mr. Mainiero also recognized the following State Science and Engineering Fair winners: Caitlin Wilson, Caddo Magnet High (Behavioral & Social Sciences), Christina Collins, Caddo Magnet High (Biochemistry); Kyle L. Dockendorf, Caddo Magnet High (Engineering: Materials & Bioengineering); Sean J. Nathan, Caddo Magnet High (Microbiology); and Henry W. Lin, Caddo Magnet High (Physics & Astronomy). The Overall State Winner for Top Individual Project is Christina Collins, Caddo Magnet High (Biochemistry).

Destination ImagiNation State Competition. The following students from Arthur Circle Elementary were recognized for winning 1st place (for the second year) in the state competition for Destination ImagiNation: Madison Allen, Austin Gentry, Callie Orrill, Hannah Renfro, Evan Reyes, Luke Slabaugh and Cameron Strait. This is an educational program in which student teams solve open-ended challenges and present their solutions at tournaments. The Arthur Circle Team is now headed to the global finals in Knoxville, Tennessee in May.

Northwest Regional Spelling Bee Winner. Venkatesh Sivaraman, Caddo Middle Magnet 8th grader, was recognized for winning the Northwest Regional Spelling Bee. Because of his win, he will travel free to Washington, D.C. for the National Competition in May.

Air Force Academy Appointment. Captain Shreve High School Senior Zachary Thomas was recognized for being awarded an appointment to the United States Air Force Academy.

Louisiana Stem Research Scholar Award Winner. Zackari Murphy, Captain Shreve Senior, recently received the LA-STEM Research Scholar Award valued at over \$12,500. This award will afford him the opportunity for summer research positions at prominent institutions and automatic admittance to the LSU Honors College.

Louisiana Reading Association's Young Authors Contest. Rebekah Bryant, ninth grade student at Byrd, was recognized for winning 1st place in the Louisiana Reading Association's Young Authors Contest for her entry "The Hunt".

Cyber Security Award. Justin Martin, senior at Caddo Magnet High and student at Caddo Career & Technology Center, was recognized for placing 1st in Cyber Security at the Future Business Leaders of America State Conference held during Spring Break.

Northwood High School Falcon Line. The members of the Northwood Falcon Line competed in the national competition and won the following awards: National Champion Kick Routine, National Champion Military Routine, National Champion Officer Pom Routine, Gussie Nell Davis Award of Excellence, 1st runner up team pom routine, 1st runner up duet, small ensemble, 1st Runner Up: Latino Ensemble, and several individual National Champions.

State PTA Educators of Distinction. The following two Caddo teachers were recently named State PTA Educators of Distinction: Kelley Hobson, 3rd grade ELA teacher, South Highlands Magnet; and Charles "Brad" Campbell, English teacher at Caddo Middle Magnet.

National Board Certified Teachers. The following teachers were recognized for receiving National Board Certification: Gavin Abner, Summer Grove Elementary; Stacey T. Daniels, Caddo Heights Math/Science; Polly Lee, Alexander Learning Center; Marvin Rainey, Instructional Coordinator, Oak Park Microsociety; and Debora Tipton, Shreve Island Elementary.

2012 Times Outstanding Leader Award. The Times recently presented the 2012 Outstanding Leader Awards to Patrick Greer, principal, Booker T. Washington New Technology High School; and Pittre Walker, coordinator, Caddo Homeless Program.

Newly Appointed Administrators. Dr. Mary Nash-Robinson recognized newly appointed administrators Joseph Johnson, assistant principal at Booker T. Washington New Technology High School; Dr. Sheila C. Lockett, supervisor of Compliance; Darlene B. Simons, principal at Northwood High School; and Karen Pharr, principal at Keithville Elementary/Middle School.

Jasmine Green recognized Isaac Pamplin for his many years of outstanding service to the Caddo Parish School System.

VISITORS

Jon Glover, Caddo employee, shared her frustration as a citizen because each time she comes before the board, it has already decided on what will be implemented. She asked, referencing Vision 2020, who benefited from its implementation, because she doesn't believe it was the children of Caddo Parish. She said no success could ever be seen from its implementation even though all board members agreed to it and even though Governor Jindal and the State Superintendent were able to bring about these drastic changes in how our education system is handled. She said she believes those approaching the board are wasting their time since the board will no longer be included in the decision process; and she reminded the board members that each one of them works for the Caddo Parish School System. Having allowed the education system to be manipulated by those who do not have the children's best interest at heart, she questioned where this leaves the public school system, because a majority of students have been put at an impasse and the state is currently working against the district to tear it apart. If funding is coerced by those that have set about a division, then those at risk will receive no benefit at all. She encouraged the board members to use the same amount of energy they used to get seated on the board to make Legislators aware of what is on the horizon and not accept destruction.

Frederic Washington addressed the Board on Education Reform and his understanding that something that will happen and he believes the board needs to be prepared to address at-risk children. He said he doesn't understand why no one on the board has spoken out on why education reform does not address this. Mr. Washington stated there is nothing about private schools dealing with 15 year-old ninth graders who are pregnant or an 18-year old eighth grader that arrives at school smelling of marijuana with his pants below his waist. He also said if a school is failing, one must consider what is contributing to that school's failure and shared his experience when at BTW it wasn't that teachers were not teaching, but issues related to at-risk children, i.e. defiance, no value of their education, they have to hold down a job, etc. The public school system typically sends these students to an alternative school with the alternative school being their last hope, and he believes these schools should be centers of innovation for these students. Mr. Washington said he doesn't believe the alternative schools are doing what they are designed to do and have become a place where unwanted children are sent as well as teachers and administrators. He said he is aware that the administrator at one of Caddo's alternative schools has a history of working with at-risk students, but this administrator does not have the privilege of choosing who will work in the school, and must take teachers that have been removed from a regular school setting for some reason. If we want desirable results, we cannot expect it to happen when disgruntled employees are working with students who feel as though they have been given up on. Mr. Washington challenged the board to be prepared to address the needs of the most challenged students since the "cream of the crop" students will be flocking to the private schools.

Howard Allen addressed the board on the redistricting of Stoner Hill, specifically Precinct 64, and asked the Board to vote for a redistricting plan where the children will remain in District 4 where they have been for many years. He said they feel it is important that their children are zoned to attend C.E. Byrd High School, and the citizens of Stoner Hill believe anything different

will have an adverse affect on them. He asked board members to respect their wishes and vote to support them by keeping their children in the district they believe best serves their interest.

Brianna Jett, student at Caddo Magnet High School, addressed the board on the proposed change to the class scheduling and that many of the students at Caddo Magnet High desire to stay with the A/B Block Schedule, a schedule that offers them the opportunity for additional credits, and it is better than the 4 x 4 because it provides more continuity and helps students continue in subjects throughout the year rather than taking a course, i.e. math, foreign language, one semester and not having that subject for a whole semester. She also said the curriculum would have to be shortened and abridged which does not work as well. Referencing the budget, she asked if the proposed budget included the A/B Block or if a decision has been made as to what schedule will be used. Miss Jett encouraged the board to consider the students concerns when deciding on the schedule and how important this decision is to them.

Sydney Canfield, student on Caddo Magnet High's Debate Team, addressed the board on out-of-state travel and the need for students to be able to travel outside of Louisiana for competitions which will benefit them and their experience needed in scholarship applications. She said many of the high school teams travel outside of Louisiana and she encouraged the board to favorably consider the Debate Team being able to do so as well.

Jackie Lansdale, president of Red River United, invited and encouraged board members to attend the Most Improved Students Celebration on May 8th at 6:30 p.m., Southwood High School, which this year is being held in conjunction with the Caddo Parish School Board. She also shared with the board her concern that DeSoto is using the TAP Program for their evaluation program, yet Caddo is not taking advantage of this. She encouraged the board to discuss this and other evaluation systems that will allow teachers more flexibility in how they will be evaluated. Mrs. Lansdale also announced that she will be bringing to the board a "No Privatization" resolution and stressed the importance of the board looking at the impact the board has on those in their communities when privatizing. Regarding school board powers, Mrs. Lansdale said there are needs of the community and requirements of the state law but she does not see anything relative to creating ISDs, promoting charters to expedite ISDs, support of legislation, i.e. 609, in order to end run to get ISDs, and the importance of everyone working together. She noted that the East Baton Rouge School District has splintered another district noting the reason for doing so as their board because they would not work together. Having never been in a situation as bad as the state and district are now, it is even more important now to work together, because Caddo is a great school district. We need to work on those areas that need addressing and those things that the district is in need of and if the board does not want to do so, "go hard or go home."

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Dr. Mary Nash-Robinson presented the proposed agenda for the board's consideration. Mr. Riall announced that Items 6.01-6.03, 6.05, 7.01-7.02, 8.02-8.03, 8.05, 8.08, 8.11, and 13.01 are the consent agenda. Mr. Hooks announced that he is postponing, at the request of a staff member, Item No. 8.09 Disband SunGard System. Mrs. Crawley asked, based on staff's input that we currently do not have a contract for this item, that 8.10 C. E. Byrd Parking Lot Solution be postponed until May. *Mrs. Bell moved, seconded by Ms. Priest, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously* and the following is a summary of the board's action.

Item No. 6

6.01 Personnel Recommendations. The board approved personnel recommendations (Jenifer Skrocki, assistant principal, Ridgewood Middle School; and Judith Fair, school improvement monitor) as recommended by the superintendent and submitted in the mailout.

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

Certified

Catastrophic Leave, March 19, 2012-May 7, 2012

Sandra Hill, Teacher, Caddo Middle Career, 24 years

Catastrophic Leave, May 4, 2012-May 31, 2012

Gregory J. Langley, Teacher, Southern Hills, 25 years

Catastrophic Leave, May 25-2012-May 31, 2012

Cynthia G. Batten, Psychologist, Pupil Appraisal, 27 years

Classified

Catastrophic Leave, February 1, 2012-March 14, 2012

Julius Reliford, Bus Driver, Transportation, 15 years

Leave Without Pay, May 4, 2012-May 31, 2012

Gary Gaffird, Security Coordinator, Fairfield Magnet Elementary, 8 years

Leave Without Pay, March 19, 2012-May 4, 2012

Linda Gowan, Bus Driver, Transportation, 1 year

6.03 Other Personnel Transactions Reports. The board approved other personnel transactions reports for the period of February 21, 2012-March 20, 2012 as recommended by the superintendent and submitted in the mailout.

6.05 Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Gerlach Meat, Reinhard Food and Conco Food for the purchase of Canned and Frozen Food; Fish, Poultry, Eggs, Meat and Specialty; (2) Reinhard Food, totaling \$184,491.89; Carefree Janitorial, totaling \$67,309.67 and VCC Janitorial, totaling \$63,400.00 for the purchase of Food Service Paper and Supplies; and (3) Southeast Equipment Services, totaling \$29,500.00 for the purchase of Printing Equipment – Paper Cutter for Caddo Career & Technology Center. A copy of the bid tabulation sheets is attached and made a part of the permanent file for the April 17, 2012 CPSB meeting.

7.02 Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Camus Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$993,877 for Project 2012-QB2C, “QSCB2 Data Wiring Security Cameras at Forest Hill, Southern Hills, Summerfield, Summer Grove”; (2) Camus Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$1,126,332 for Project 2012-QB2D, “QSCB2 Data Wiring Security Cameras at Donnie Bickham, Northwood, North Caddo, Vivian”; (3) ELA Group, Inc., with a Base Bid, for the sum total of \$620,500 for Project 2012-202, “Cherokee Park Handicap Accessibility Elevator”; (4) Camus Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$507,400 for Project 2012-QB2A-1, “QSCB2 Data Wiring Security Cameras at North Highlands, Northside, Pine Grove, Blanchard”; (5) Camus Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$508,100 for Project 2012-QB2B-1, “QSCB2 Data Wiring Security Cameras at Westwood, Claiborne, Sunset Acres, Cherokee Park”; (6) Camus Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$944,100 for Project 2012-QB2E, “QSCB2 Data Wiring Security Cameras at A. C. Steere, Arthur Circle, Shreve Island, Riverside”; and (7) Hope Contractors of Shreveport, Inc., with a Base Bid and Alternate 1, for

the sum total of \$970,000 for Project 2012-QB2F, “Data Wiring Security Cameras at Byrd, Captain Shreve, Caddo Magnet, Caddo Middle Career”. A copy of the bid tabulation sheets is attached and made a part of the permanent file of the April 17, 2012 CPSB meeting.

Item No. 8

8.02 Approval to Hold Salvage Sale. The board authorized staff to hold an auction sale of used furniture and equipment in June, 2012.

8.03 Revision to CPSB Policy JG. The board approved proposed revisions to CPSB Policy JG as recommended by the Discipline Review Committee and submitted in the mailout.

8.05 Request to Sponsor H1B Visa for International Teacher. The board approved a request to sponsor an H1B Visa for an International Teacher as recommended by staff and submitted in the mailout.

8.08 Ratification of Design Professionals for 2012-13 Capital Projects. The board ratified the design professionals for the 2012-13 capital projects as recommended by staff and submitted in the mailout.

8.11 Establish a Committee on Accountability and Legislation. The board approved establishing a Committee on Accountability and Legislation to be made of five members and to be selected by the President of the board.

13.01 Student Readmission Appeals. The board moved to uphold staff’s recommendations for students K.B. and Z.W. whose parents are in agreement with staff’s recommendation.

RENEWAL OF ADMINISTRATIVE CONTRACTS

Jackie Lansdale, Red River United, noted it is within the school board’s powers and duties to appoint district administrators and asked if she understands correctly that on today’s agenda is an item to approve contracts for district administrators when she understands that legislation recently passed stating that this duty will no longer be within the board’s purview. Mrs. Lansdale shared with the board that she has an issue with this because when the authority is given to the administrators to hire and fire people and the school board no longer has this oversight, she has, and everyone should have, a lot of anxiety about this decision. She asked the board about possible rules and parameters for accomplishing this new mandate, because she sees it as fast track for whatever the superintendent wants and the board’s only oversight is whether or not it approves or disapproves of the superintendent’s recommendation. She said she believes school employees will be subjected to whelms of the administrator, and she asked the board to work together on common ground to make certain that the right persons are in the right places along with due process for employees that have worked for the School District.

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve staff’s recommendation. Mrs. Bell asked board counsel if there is anything the board can do to make sure that this is handled fairly and according to due process? Mr. Ramsey called for a point of order because while he agrees with what the speaker is saying, the board at this time is addressing staff’s recommendation for renewal of contracts. *Vote on the motion carried unanimously.*

APPROVAL OF CADDO PARISH SCHOOL BOARD MEMBER REDISTRICTING PLAN

Mrs. Armstrong moved, seconded by Mr. Rachal, approval of Redistricting Plan #15. Mrs. Armstrong stated her belief that Plan #15 is an excellent plan for the majority of the board and it

is all about compromise, which many have done throughout the process. Mr. Rachal said it has been an arduous project and while he knows everyone is not pleased with the results, he believes it has reached a point to where this plan will meet the plans for the children and the schools for all of Caddo Parish and he supports Plan 15.

Miss Green stated that as bad as she wishes to do an amendment to the motion on the floor, at this time, she will move forward with the plan the board approves. She shared that she is not happy about it and she believes the board has been very childish about the process, but she supports moving forward with the proposed plan.

Mr. Pierson moved, seconded by Mrs. Bell, to accept Plan #16. Mr. Pierson stated that he believes this process has developed into something that it should not have developed into. He said 11 board members have had to give/lose something (precincts) no matter if you believed in Plan 15 or Plan 16. He added he doesn't believe any board member involved parents, community leaders or initiated petitions for personal points of view, but established a point of view based on what was important to the individual district. He said he believes it is a sad situation when people are involved and that erroneous information is given out. He added he will bloom where he is planted and believes Plan 16 is more consistent with the District Plan up to the point where it is already developed. He stated that at this time East Herndon and Stoner Hill is where his district stops, giving him a portion of the Stoner Hill district. Mr. Pierson said he believes this issue has been made about children made to attend a certain school in a certain district and redistricting has never been about that. He added he hates to see the public confused and coming before the board with wrong information or that it was shared in such a way that it was misunderstood. He encouraged the board to vote for or against and move forward.

Mrs. Bell stated her agreement with Mr. Pierson's comments and it is about the children. She said there is a need to determine the redistricting lines so we can tell students/parents where they will be attending school.

Mrs. Crawley moved to call for the questions. Vote on the motion to call for the question and end debate carried with Board member Green opposed.

Vote on the substitute motion (Plan 16) failed with Board members Green, Pierson, Trammel, Priest and Bell supporting the motion and Board members Riall, Crawley, Hooks, Crawford, Rachal, Ramsey, and Armstrong opposed.

Vote on the main motion (Plan 15) carried with Board members Pierson, Priest and Bell opposed and Board members Riall, Green, Crawley, Hooks, Trammel, Crawford, Rachal, Ramsey, and Armstrong supporting the motion.

RESOLUTION RE: OIL, GAS AND MINERAL LEASE

Jackie Lansdale stated that again under board powers and duties it says that the board is to provide by exercise of its legal powers the funds necessary to fund the operation of the school system and she is hearing comments regarding "rat holing" these types of funds and she believes it is important that every possible fund at the board's disposal should be used for the district's boys and girls. She encouraged the board to look long and hard, because Bossier has a bond on the ballot this weekend for their school district and DeSoto Parish has a bond on their ballot for dogs.

Mr. Rachal moved, seconded by Mrs. Bell to approve the mineral lease as submitted with the following revisions: page 2, Item B, the minimum bonus of \$1,000 changed to \$2,000 and the minimum royalty of 20% changed to 25%. Mr. Rachal said he believes this is only fair. Mrs. Bell also shared her agreement that this is only fair. Mr. Ramsey recalled the discussion at the

work session and the comments offered by the Board President and the Board Attorney that this gentleman is the person who purchased the property and that this type of lease is different than the gas lease the board is familiar with seeing. He added that he thought that discussion also determined that these royalties (20%) and the bonus money (\$1,000) was appropriate for this type of lease. Mr. Riall stated that was the discussion and since that discussion, he has learned there is another person interested in bidding on this item. He also said that the board is not voting to award this lease to anyone at this time. Mr. Abram's explained that what the board is voting on is to take the request to the State Mineral Board and they will bid it for us and will make certain we receive Fair Market Value. He reported that in talking with Mr. Madison, he said these are not like the leases with Chesapeake, et.al. for gas leases and these numbers are what one would typically see for an oil shallow well. He said putting the minimum at \$2,000 and 25% is the risk one takes when putting it out for bid; and if it doesn't follow through this time, the Board can always resubmit it.

Mr. Pierson stated he remembers what Mr. Ramsey remembers and asked if we increase our minimum requirement and the Fair Market Value as determined by the State Mineral Board is less than our stated minimum, does this mean we turn it down? Mr. Abrams responded that is correct. Mr. Pierson stated his opposition to this because of his past experience with the Commission and the State Mineral Board will provide us with the best deal. He added if we try to market it ourselves, and the City can tell you about their experience of trying to do this, then it is possible we could end up with almost nothing. While he doesn't have a problem raising the amount somewhat, he believes the board needs to consider very carefully about what we say we want since they are not drilling a lot anymore.

Mr. Riall again clarified that there basically is no chance there will be any gas drilling on this property and the drilling will be shallow well drilling; and even though the board is not voting to award drilling rights to Mr. Kirby, he knows that Mr. Kirby has drilled wells in this area and he will drill. He explained that when we leased gas wells when it was at its peak, we received from \$8,000 to \$20,000 an acre and royalties off gas interest have dwindled to almost nothing. Drilling in the shallow oil wells will yield money in production. Mr. Abrams again clarified that the resolution as prepared will mean the Mineral Board will not award the lease if it does not receive \$2,000 an acre and 25% royalty bid; thus it will not come back to the school board since it has given them the minimum to be accepted, so if it doesn't bid at what the school board sets, it would have to be rebid. Kirby Oil has agreed to \$1,000 and 20% and is why these numbers are in the proposed resolution. Any other bidders we believe will bid it up closer to Fair Market Value, but he is unsure that it would get to \$2,000 per acre; and if the board waits and no one bids the \$2,000, there is no deal and it must be rebid and you risk not having a second bidder.

Mrs. Bell asked for clarification and if we still own this land? Mr. Riall responded that we sold the land, but we do own the mineral rights. Mrs. Bell asked if someone else is interested in bidding, we don't know that they might bid the \$2,000 and she believes it is worth taking the chance to see if this will happen.

Ms. Priest reminded the board that we have traveled this road in the past and placed the per acre price higher and it was rejected. While all that is being said is true, Ms. Priest stated that the board has not been able to reap the benefits some of the other governmental entities have been afforded and to keep this in mind as we vote.

Mr. Rachal clarified that this will go to the State and they will receive the bids and if it doesn't make the minimum we are asking, then we do not receive anything. However, we can at that time go back at any given point in time and rebid it. He said it is obvious if they are drilling in that area they are getting what they want so an extra \$10,000 will not make or break the deal at this point. He said he is ready to ask until we are told no and he does not think \$2,000 and 25% is unreasonable.

Mr. Hooks stated his agreement with Mr. Pierson and we need to take what we can get.

Vote on the motion as amended carried with Board members Riall, Green, Pierson and Priest opposed and Board members Crawley, Hooks, Trammel, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

APPROVAL OF MOU FOR CHRISTUS LINWOOD SCHOOL BASED HEALTH CENTER

Mr. Rachal moved, seconded by Ms. Priest, approval of the MOU for Christus Linwood School Based Health Center as submitted. Vote on the motion carried with Board member Trammel abstaining.

REVISION TO CPSB POLICY GCA (STAFFING FORMULA) TO ADDRESS STAFFING ISSUES FOR THE 2012-2013 SCHOOL YEAR

Mr. Ramsey moved, seconded by Mrs. Bell, approval of the proposed revisions to CPSB Policy GCA to address staffing issues for the 2012-13 school year as submitted by staff in the mailout.

Jackie Lansdale, Red River United, stated that it is things like staffing ratio and looking at opportunities for teachers to be effective in the classroom that impact a classroom. She said she will be before the board often regarding anything that will impact outcomes from the classroom, and it is very important that staffing ratios in the lower grades are implemented based on academic needs as opposed to financial needs. Mrs. Lansdale encouraged the board to vote based on sound academic practices, because teachers will be held accountable like none other on the outcomes. She also announced that the professional organization will put a new email site in place for teachers to report things that will impact their evaluation and their tenure. If teachers are above the numbers in a classroom, if teachers don't have the discipline in a classroom, if teachers do not have the materials and supplies they need, and if teachers cannot report infractions on JPAMS, all of which will impact the classroom, this will provide a means for the teachers to report them.

Susan Thompson addressed the proposed scheduling issue before the board and that her opinion is there are only two options – A/B Block and Seven Period Day. She stated she believes the district has been on the A/B Block for two years and she has not seen any results/statistics relative to improved grades, improved graduations, etc. Mrs. Thompson also referenced detriments of the 4 x 4 Block Schedule versus the A/B Block and that 4 x 4 does not provide continuity in subjects such as math, science and foreign languages for the students. She encouraged the Board to consider the A/B Block Schedule now in place.

Mrs. Crawley asked that someone explain the change and if this proposed change allows for more than 22 in a class; and if the number goes to 23 or 24, will the Kindergarten classes be split. Mrs. Holliday explained that the current staffing formula without any changes at Kindergarten and 1st grade is what is referenced as a hard number; and when the number of Kindergarten students is divided by 22 and there is a remainder, the school is allotted another teacher. To simplify, Mrs. Holliday explained the current policy allows for the school to be allotted two teachers if there are 23 Kindergarten students. The proposed revision implements a rounding where you could round to provide another teacher, however, if a school only has 23 Kindergarten students, the school would only be allotted one teacher. According to State guidelines and limits, a Kindergarten class can have up to 26 students; and Policy GCA is not a class size formula but a teacher staffing allotment formula. Mrs. Crawley asked if there are 26 children in three Kindergarten classes, will the classes be split, and Mrs. Holliday responded that you would take 26 times three and divide by 22 and if the number rounds up, the school would get an additional

teacher. Mrs. Crawley asked about the 53 positions that could be cut by this revision to the staffing formula with 30 being Kindergarten and 1st Grade. Mr. Ramsey called for a Point of Order because as maker of the motion, he has not presented the rationale for his motion.

Mr. Ramsey clarified that the motion to support the staffing formula is important in order to put the high schools, who have already begun developing next year's schedules, at a point where they can proceed with developing a master schedule. He explained that the motion specifically supports what staff has done; and while he has not always been a supporter of A/B Block, we have been in this scenario for two years and he supports this so we can let the high schools know and they can move forward with the A/B schedule. Mr. Ramsey also reminded everyone that this is a staffing formula and not a class size formula; and if a board member desires to bring it back to adjust the Kindergarten/First Grade allotment, they can do so with the understanding that if additional staff is put into place, a determination needs to be made as to where the additional funds will come from. He believes this is something that can be worked out between now and the May meeting, and asked the board to support the staffing formula presented tonight so administrators can do what they need to do.

Mrs. Bell stated her agreement with Mr. Ramsey's comments and suggested that when Kindergarten classes have 26 students to consider hiring a Paraprofessional to assist the Kindergarten/First Grade teachers.

Mrs. Crawley moved, seconded by Mr. Hooks, to approve the block schedule staffing as shown for high schools only on the presented staffing ratio. Mrs. Crawley stated that she is 100% behind going forward with the A/B Block scheduling but she doesn't want to mess up one area to finalize another area. She asked that staff come back with an adjustment to the budget for K-1 staffing. Because she is concerned that we not sacrifice our Kindergarteners and First Graders for a budget as they need just as much as the high schools need. She encouraged the board to support this substitute motion and not pass a big motion with possible hidden traps. Mr. Hooks agreed with Mrs. Crawley's comments because as a former administrator, he understands what can happen when classrooms are overcrowded.

Mrs. Crawford asked Mrs. Holliday if the staffing formula currently is 1:20 and Mrs. Holliday clarified it currently is 1:22, which was changed last year. Mrs. Crawford asked if when the State changed it, wasn't the maximum number 26, and Mrs. Holliday responded that the State max has been 26 for years. Mrs. Crawford asked if she understands correctly that what the board is discussing now will not change the State max and Mrs. Holliday confirmed that is correct. Mrs. Crawford stated that if the State max has always been 26, she doesn't want the Board to get lost in the details. Mrs. Holliday also responded to Mrs. Crawley's question relative to the teacher allotment and if there are three Kindergarten classrooms with 26 students in each, you multiply 26 students times 3 (78 students) and when you apply the formula and divide 78 by 22 students, you get 3.54 teachers, so you round up to four teachers, making four classes of 19-20 students in each class. She added it all depends on the size of the Kindergarten and 1st Grade populations.

Mr. Rachal asked, in keeping the staffing formula the same, including Kindergarten and 1st Grade, what would be the justification for coming back and changing the Kindergarten and 1st Grade? Mr. Woolfolk responded that originally staff looked at ways of saving \$7 million (cost for staffing block schedule); and when staff got the indication that the board did not want to do away with the A/B Block, staff began looking at ways to cut costs and keep A/B Block. He further explained that staff looked at fairness in the staffing formulas (hard numbers versus rounding), and in rounding the numbers, elementary and high school will be treated the same, which saves funding for 30 staff persons. Mr. Rachal stated his agreement in moving forward with the A/B Block and, if necessary, looking at the Kindergarten/First Grade allotment later in budget discussions.

Miss Green asked Mrs. Holliday how the staffing formula presented to the board will affect Green Oaks High School, and Mrs. Holliday responded there will be no change as there is no change to staffing high schools. Miss Green asked if it will affect her elementary schools and Mrs. Holliday said it will for Kindergarten and First Grade. Miss Green asked Mrs. Holliday how the proposed staffing formula will affect Pine Grove and Northside? Mrs. Holliday responded that she will be able to respond tomorrow. Miss Green asked how fast does the board need to pass this, and Mrs. Holliday referenced Mr. Ramsey's rationale that the principals need to know their staffing allotments for the next school year and a delay in deciding Kindergarten/First Grade will also delay the elementary principals knowing their staffing allotment at those grade levels, so the sooner the better. Miss Green asked Mrs. Holliday her suggestion and Mrs. Holliday stated that her job now is in Human Resources; and because she is no longer a principal, she feels certain her recommendation as a principal would differ from her recommendation as an HR Director; but, she believes the impact will be somewhat minimal.

Ms. Trammel called for the question, seconded by Mrs. Bell, on all motions. Vote on the motion to end debate failed with Board members Green, Pierson, Crawley, Priest, Crawford and Ramsey opposed and Board members Riall, Hooks, Trammel, Rachal, Armstrong and Bell supporting the motion.

Mr. Hooks said the board is rolling along like it has not recognized the Governor's reform plan and that train has pulled out of the station; and he asked staff about a status on this issue. Mr. Riall asked that Mr. Hooks clarify how this relates to the motion on the floor, and Mr. Hooks responded it has to do with staffing. He further stated that when children apply for charters and private schools, reducing Caddo's enrollment, how will staff address this, since we will also lose teachers. Dr. Robinson explained that schools are staffed based on enrollment; and if the district loses population, it will of course also lose staffing. She added that staff is in consult with Mr. Abrams on how we will be impacted if charters and vouchers come about; however, at this time, there are no definite plans other than we will staff schools according to allotments. Mr. Hooks asked if he understands clearly that if we lose students and we lose teachers, classrooms will be crowded? Dr. Robinson responded she does not equate this with larger classrooms. Mr. Hooks further stated there may be a problem and he only wants to know if staff will be ready to address this; and Dr. Robinson confirmed that staff is preparing to address the issue. Mrs. Armstrong called for a Point of Order and asked if the discussion is on the amendment. President Riall clarified that the discussion is on the substitute motion to approve the high school staffing formula only at this time and leave the elementary staffing alone.

Mrs. Crawley further clarified that her motion only addresses the high school staffing for the A/B Block and leaves the Kindergarten/First Grade staffing formula at 22 students to a classroom.

Mr. Abrams clarified that the staffing formula is the staffing formula and it is the same formula as before. The board is currently looking at the numbers, and the procedures for implementing the staffing formula is a different issue. Mrs. Crawley said she believes there is a big difference and if Mr. Ramsey's motion passes we will go to a different way of calculating the classrooms in the elementary grades. Mr. Abrams stated that staff presented in the budget meeting how it arrived at the numbers, but the staffing formula is the same as it was.

Mr. Pierson said he is prepared to vote on the entire staffing formula, because he is aware that adjustments are made all the time during the course of a year, budget and/or staffing. Mr. Pierson added that he does have a concern with the A/B Block; and stated his preference with the 4 x 4 schedule; and asked if there is a difference in staffing the A/B Block and the 4 x 4 Block. Staff responded the staffing is the same for both type blocks. Mr. Pierson encouraged the board to move forward and approve the proposed staffing formula.

Mr. Ramsey said he believes the substitute and the main motion are similar in that both approve the A/B Block schedule, and they both allow the board to revisit the staffing formula in May for Kindergarten and First Grade. However, he explained the substitute motion actually kills everything but the high school staffing, i.e. middle school, grades 2-5; so if there is a problem with how staffing is determined for K-1, it makes sense to him to return in May and address it. Mr. Ramsey also reminded the board that when the staffing formula was first changed to 1:20, the District had a very difficult time finding ample teachers, as well as available classrooms. Mrs. Crawley said she is not talking about 20, but about 22. Mr. Ramsey said it is 22 in the motion and if it is a procedural issue, he believes that can be addressed next month. Mr. Ramsey said he cannot support the substitute motion because the original motion addresses everything.

Mrs. Crawford said the motion was to just do the A/B Block and she is the one that asked about Kindergarten-First Grade. She further stated that what she maybe should have asked is if by doing the A/B Block, will we continue to allow the principals the flexibility to arrange schedules they need within their individual schools? Mrs. Turner verified that under the A/B Block, principals will continue to have the flexibility to make modifications.

Ms. Trammel called for the question, seconded by Mr. Pierson, on all motions on the floor. Vote on the motion to end debate carried with Board members Green, Crawley, Hooks and Rachal opposed and Board members Riall, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Mrs. Crawley restated that her substitute motion is to leave the current staffing formula as is except for the A/B Block in high school and accept the A/B Block staffing formulas for high schools. Mr. Rachal asked if Mrs. Crawley's motion is saying that the strike outs on page 2 should not be struck out? Mrs. Crawley said that some of the strike outs are applicable since we no longer have schools with stars, etc. Mr. Riall further clarified that the substitute motion is to approve this staffing formula only for the A/B Block and leave everything else alone. *Vote on the substitute motion to leave the current staffing formula and accept the A/B staffing for high schools only as presented failed with Board members Crawley, Hooks and Rachal supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed.*

Vote on the original motion to accept the staffing formula as proposed carried with Board members Green, Crawley and Hooks opposed and Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong, and Bell supporting the motion.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal asked for a status report on the Energy Conservation procedures, capital projects and money set aside for this.

Mr. Hooks invited board members to attend his Town Hall meeting Thursday, April 19, at 6:30 p.m. at Fair Park. He said a panel will discuss the Governor's Education Reform Plan.

Miss Green expressed appreciation to Antionette Turner for getting books for Newton Smith, to Audrey White for the tremendous help to her schools, and to Eursla D. Hardy and the First Educators for their donation of \$1,000 to Newton Smith.

Ms. Priest reported that last week she, Dr. Dawkins, Reggie Abrams and Bonita Crawford traveled to New Orleans to discuss with them their experience with charters and will provide a more detailed accounting to the board of what was learned during that meeting. She also asked that "The CPSB join in a class action lawsuit to enjoin and/or overturn certain provisions of

HB974 and HB976” be placed on the May agenda. She announced some information has been received and additional information will be available by the work session.

Mrs. Crawley asked for information on possibly adopting an alternative evaluation for teachers using the TAP program and that we investigate DeSoto Parish’s System. She asked that this item be placed on the agenda under Superintendent’s Report. Mrs. Crawley also requested that staff look at a parent’s concern that 45 minutes a day is not adequate time for her child in the Gifted Program, when there are comparable schools with 60 and 90 minutes a day for Gifted.

Mrs. Crawley also asked for (1) a list of vacant Central Office positions, including those retiring through June (if known) and the possibility of not filling some of those positions; (2) an item on the May agenda for the Auditing Department to conduct an audit of the SunGard System; (3) information on who handles the Caddo hotline and if the calls are being handled effectively; and (4) that “Procedure for Staffing K-3 classes” be added to the May agenda.

Ms. Trammel expressed her appreciation to the staff for helping with a project at Woodlawn High School to prepare for putting on an Easter pageant at Woodlawn on Good Friday.

Mrs. Bell asked that (1) “Truancy Policy for Parents Responsibility for Students Missing School” be placed on the May agenda; (2) staff provide a report to the board on why students not in school are still on the rolls as this brings a zero to a school’s score; and (3) Mr. Abrams discuss with the board due process for teachers and administrators as a result of recent legislation.

Mrs. Bell also announced that she has two tickets to the Yazyzy Program and shared with other board members a handout on scores for all the charter schools in the state.

Mr. Hooks stated his concern about the problem with bullying and encouraged staff to respond to these issues, even following up with the parent to make certain everything is o.k. He said if the board is going to make policies, the policies need to be carried out.

Mr. Riall expressed his appreciation to Mr. Woolfolk, Mr. Smith and Mr. Graham for taking the time to follow up on issues needing addressed at Northwood High School.

Miss Green inquired about another budget meeting and Mr. Riall stated when the superintendent returns, he will get with him to schedule another budget work session.

Dr. Robinson announced that the Superintendent recently had a death in his family and asked that everyone be mindful and prayerful for him and his family during this time. She also announced that the State Students of the Year Program will be held in Baton Rouge on Wednesday evening and Caddo Parish has two finalists.

Adjournment. *Ms. Priest moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:20 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

May 1, 2012

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, May 1, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawford led the invocation and Pledge of Allegiance.

As a point of personal privilege, Ms. Priest invited board members and other friends of public education to attend a news conference Wednesday, May 2, 2012, at 4:30 p.m. at the Caddo Parish Court House on the Texas Street side.

PRESENTATIONS

2010-11 Financial Audit. Dr. Dawkins announced that the financial auditor could not be at the meeting today and staff will reschedule for next month.

Act 1 and Act 2 of 2012 Legislative Session. Legal Counsel Reginald Abrams shared with the board information on Acts 1 and 2 (HB 974 and HB976) of the 2012 Legislative Session signed by the Governor. He announced that bills addressing alternative schools will be heard in committee on Wednesday (HB1115 which says if a district has any alternative schools, there will only be students in the alternative program at that site, and HB315 which says a district may not be required to have an alternative school). Mr. Abrams explained that HB1754 addresses the district superintendents contracts; and if a district is a C, D or F district, the contract must include performance targets at the district level for student achievement, targets for schools scoring a C, D or F, graduation rates and the percentage of teachers that are classified highly effective; and districts also will be required to submit the current employment contract for the superintendent of schools to the State Superintendent of Education. He also added that the local district must notify the State Superintendent of Education anytime a district fails to renew a superintendent's contract or terminates a contract along with the reasons for termination.

Mr. Abrams stated that HB1781 is legislation that board members should be most interested in as it basically changes all the duties of school board members. It clarifies and establishes that board members are to make policy in the interest of all students under its jurisdiction, and also prioritize student achievement, financial efficiency and workforce development. This legislation also states that when a board is selecting a superintendent it must be one who is a leader that prioritizes student achievement and acts in the best interest of all students enrolled in the district. Mr. Abrams explained that this legislation states the board shall determine the number of schools, number of teachers and other personnel to be employed. An amendment added to this legislation specifically took away board members' authority in selecting teachers and other school personnel, and requires that the board delegate authority for hiring and placement of all school personnel under the superintendent. While the law does not specifically say Central Office personnel, he assumes the board still has the same authority for hiring of these positions with the exception Child Welfare and Attendance, and this will be a superintendent's designation.

He explained that the board is required to adopt policies that require the superintendent to delegate to the principals all decisions of hiring and placement of teachers and other certified employees at that site subject to the superintendent's approval. Even though Caddo already does this, it will be necessary to revise the school board's policy to reflect this action, because these items will no longer appear on the agenda for board approval. He also explained that the local board is required to adopt a policy that requires the superintendent to consult teachers prior to

making a decision of hiring or placement of a principal at a school. He reminded everyone that staff is already required to get input from those at the school site, PTA, and others; however the teachers' recommendation is not binding on a principal but shall be considered by the superintendent. Mr. Abrams also highlighted that the superintendent and the principal shall make all employment decisions based upon performance, effectiveness, qualifications applicable to specific positions and in no case shall seniority or tenure be used as a primary criteria in making decisions relative to hiring, signing or dismissal of teachers or other school personnel. In other words, this is an attempt to cut anything relative to seniority or tenure. He also stated that this legislation is very clear that no board member may act in any individual capacity to use the authority of his office or position in a manner intended to interfere with, compel or coerce any personnel decision by a superintendent or school principal. Previously, he explained that board members approved principals, assistant principals, and teachers; however, this statute takes this away from the local boards. Regarding Reduction in Force issues, Mr. Abrams stated that the new legislation states that local districts, by September 1, 2012, will revise its policies delegating reduction in force decisions to the superintendent which differs in that previously superintendents made recommendations to the board regarding a reduction in force and the board would make the decision for the superintendent to enforce. It also states that all reduction in force policies adopted for use in dismissing teachers and administrators shall be based solely upon demand, performance and effectiveness as determined by the performance evaluation program; and it will be implemented by releasing the least effective teacher within each targeted subject area or area of certification first, and proceeding according to the effectiveness rating until the RIF is accomplished. This is ultimately saying that you do not consider seniority, but how the school employees are graded based on the highly effective scale. He also shared with the board that release of classified employees in a RIF must be done by performance and effectiveness as determined by school board policy, certification of academic preparation if applicable, and including a grievance procedure.

Mr. Abrams further explained that 17:229 states the superintendent shall appoint teachers and supervisors in Child Welfare and Attendance in addition to appointing the principals under 17:414.1; and that HB418 states the local governing authority shall establish salary schedules for teachers and other school employees and that salaries shall be full compensation for all work required and performed within the scope of each employee's duties and responsibilities. These new salary schedules are required to be established and published no later than January 1, 2013 becoming effective for all employees during the 2013-14 school year, and no criteria being accounted for more than 50% of the formula when computing the salaries. Mr. Abrams also stated that this legislation says no teacher or administrator who has been rated ineffective pursuant to the performance evaluation program shall receive a higher pay in the year following the evaluation, and that this does not apply to an employee being promoted and then returned to a lower position in which the salary could be reduced.

Regarding tenure, Mr. Abrams stated that HB441 allows for no school lunch supervisor hired on or after July 1, 2012 shall be eligible to acquire tenure. HB442 states that any teacher acquiring tenure before September 1, 2012 will retain tenure and is subject to the provisions of this legislation. Mr. Abrams also stated that a teacher paid with Federal funds cannot be granted tenure, and teachers not receiving a highly effective performance rating will be allowed an opportunity to appeal the decision. HB443 states that the superintendent may terminate employment of any non-tenured teacher after providing such teacher with written reasons and the opportunity to respond, which the teacher will have seven days to do so, and the response shall be included in the teacher's personnel file, with no appeal since the board can no longer overrule the superintendent's decision to terminate an employee. Mr. Abrams also explained the new procedures in place for removing tenured teachers states it can only be done with written and signed charges of poor performance, willful neglect of duty, dishonest, immorality, etc. He further explained that within seven days of dismissal a teacher may request and may be granted a hearing by a panel of the superintendent's designee, the principal's designee, or the

administrative head of the state agency in which the employee was employed and a designee of the teacher; however in no case will the superintendent, the principal, member of the family, or any full-time employee of the school system make this decision. When a teacher requests an appeal hearing, it is necessary for this to happen within seven business days, with the hearing panel submitting its recommendation to the superintendent; and the superintendent may choose to reinstate the teacher.

Act 2, 17:10.5 addresses charter schools and vouchers, and was amended to allow parents to petition that a school be removed from the local school district and placed in the RSD if a majority of the parents in a D or F school request it. Mr. Abrams stated that 17:158 provides that bus transportation is not required for voucher students and 17:3973 creates a Type 1B Charter, which is different from a Type 1 in that a Type 1 is authorized by Caddo Parish and Type 1B allows a local charter authorizer (which is something new in the law) that is created to approve new charters or to convert an existing school. The local charter authorizer has similar powers as the school board; and when BESE is looking at them, they must present a plan, at a minimum of having at least \$500,000 in assets, they can't operate their own charter school, and they cannot have those on their board that were convicted of a crime, and their plan must include operation of at least five charter schools. Type III proposals must be made to the local school board while Type I is the conversion of an old school wanting to become a charter, except when the district is a D or F district, then they can apply directly to BESE. A Type II Charter allows for students to attend from across the State, and any assets acquired with public funds shall become the assets of the charter authorizer if the school's charter is revoked. He further explained that no later than January 2013 the board (BESE) will create a process for authorizing multiple charters of qualified chartering groups.

Statute 17:3998 requires each charter authority to report to the state the number of schools chartered, the status of each chartered school and each charter is reviewed after the third year relative to if the school is meeting the stated goals and objectives, the chartering authority may extend the maximum authority five years. However, if the school is not meeting its goals and objectives, the charter shall expire at the end of the fourth year and will not be extended. Mr. Abrams said that 17:4002.1 provides for Course Choice which allows for the establishment of a process for individual providers of courses, i.e. students at private schools can obtain courses not offered at their school. Student scholarships (vouchers), 17:411, will become available for those students who reside in Louisiana and whose family's total income does not exceed 250% of the current Federal Poverty Guideline and meets one of the following criteria: (1) entering Kindergarten in a local school system, (2) enrolled in a public school in Louisiana on October 1st or February 1st and such school was rated a C, D, or F, or (3) is a scholarship recipient in a participating school. A participating school is a non-public school or a public school that meets program requirements and seeks to enroll scholarship recipients. He also highlighted the guidelines for the program administration in these schools that BESE or the State Department will administer, and the provision allowing only those students who are determined to be in D and F situations to get in first and then C students, and BESE makes the final determination.

The average proficiency rates on state assessments are required to be published each year and scholarship recipients are also to enroll in those schools and these are tested while the others are not. On or before August 1, 2012, Mr. Abrams reported that the Department shall develop for participation an accountability system for participating students, and that a participating school charging tuition can only charge the maximum tuition that is less than what is allocated per pupil to the school system with any remaining funds returned to the State. Statute 17:4017 states that qualifying scholarships shall be provided to each participating school on behalf of the responsible city or parish and no local levy shall be transferred to any participating school outside the school district. The attempt for this legislation is for verifying that parents will not take the children across the State/Parish lines. Mr. Abrams stated he has only touched on the legislation that has come about all across the state.

Mr. Riall asked Mr. Abrams to provide board members with a copy of his comments. Mrs. Bell asked who will conduct teacher evaluations? Mr. Abrams stated he assumes it will be the principal; and Mrs. Bell asked who will be evaluating the principal, is there a change or is it the same? Mrs. Bell shared a scenario of a great teacher, but the principal may not see this teacher as someone who is doing what he would like to do, and how can this teacher defend herself? Mrs. Bell stated her belief that this is a sad day for teachers even though she realizes that some teachers may need to go. She also asked about the “zero” power of the school board and if she now wishes to visit a school, does she have to let the principal know she is on campus? Mr. Abrams said that does not change the law and the principal is always the one to notify since you may not know what all is taking place on a school campus when this drill is happening. Mrs. Bell asked about consequences for the board member who does not comply with the rules? Mr. Abrams responded that the principal must make a decision relative to whether or not a board member can stay or must leave the campus, and has the right and authority to do so as the administrator over the school. Mrs. Bell also asked if the principal has a board member removed from the campus, can the board member retaliate against that employee? Mr. Abrams said he believes the superintendent will let the principals know if anyone is causing a disruption on their campus and if they should be asked to leave. He also reminded the board members that it is fact that a board member’s appearance on a school campus changes how those on the campus act.

Ms. Trammel asked if, when talking about the ineffectiveness of a teacher, it is not the superintendent’s job to take care of that person? Also, she asked if a teacher can be fired on the spot, is it also true an administrator can be fired? Mr. Abrams explained that administrators have contracts and would be handled similar to a tenure hearing; however, with the new law, policies need to be modified because now the superintendent and principal have the authority at those levels. Ms. Trammel also asked staff if it will be necessary to revise many of Caddo’s policies; and Mr. Abrams responded Caddo will be working to get policies modified, and Forsight will also continue to work on these change. Ms. Trammel asked about the new pay schedule and that everything a staff person does will be a part of the pay an employee receives. Mr. Abrams responded that is what it states; however, he believes there will be some levels where the board will have to address some wage and hour issues, i.e. janitorial. Mr. Abrams also stated that he believes this legislation was aimed at teachers and several years back there was a minimal salary schedule posted by the State that increased the number of hours a teacher works. Ms. Trammel asked if this is for those that work 8:00 to 4:30, and Mr. Abrams said he believes it is for everyone that may even be on call 24/7. He said there is also a change in the number of days one works and there is no longer a limit.

Mr. Ramsey asked Mr. Abrams to restate his comments regarding the ability of school districts to offer charters? Mr. Abrams said he doesn’t believe there is anything that limits a district from offering charters, but there is nothing that states if someone wants a charter, it has to come through the local district; and he believes it makes sense if they have a good program, they would want to go through the local district. Mr. Ramsey also asked about any discussion on how charter authorizers might benefit from this, and Mr. Abrams responded that normally if Caddo authorizes a charter, the MFP would come directly to Caddo and then distributed to the charter, minus a 2% administrative fee deducted from that amount. Mr. Abrams also stated that while we can provide any services a charter may require, there is a cost plus a 2% administrative fee. Mr. Ramsey asked if he understands correctly that the district must have a new pay schedule in place by the start of the school year. Mr. Abrams responded that is correct and that it doesn’t mean the pay schedule must increase, but the board must come up with a pay schedule that is within the parameters of the statute which takes away the 1, 2, 3 and 4 and addresses the highly effective personnel; and it must be in place by January 2013 for implementation in the 2013-14 school year. Mr. Ramsey asked if staff anticipates having to implement another study. Mr. Abrams said the statute will require certain stipulations and Mr. Ramsey stated his understanding there is a very tight schedule for accomplishing this.

Mr. Pierson asked about employees that are required to work additional time on weekends for ballgames, etc. and how they will be compensated. Mr. Abrams responded that Federal law will pre-empt State law on this issue; and when it comes to wage and labor issues, he believes teachers are clearly professional and classified employees must meet Federal guidelines no matter what the State statute states.

Ms. Priest expressed appreciation for the time spent explaining this issue to the board and asked that the board consider those items specified and discussed to outline these key elements to boards to assure all are on the same page. While it appears there are approximately five different types of charters, she asked if the authorizer is the local school board and if the funding source is the local school board. He further explained that the funding source would be the local school board with the money to the 1B charter coming to the local district from BESE, and the District in turn submits the money to them. Ms. Priest also asked for clarification on the remaining types of charters.

Mrs. Crawley asked about the timeline for the teacher evaluation plan? Mr. Abrams stated he understands it is being worked on by the State Department. Mrs. Holliday reported she has been meeting with the State Department team and working on the document with the modifications and this is to be in place before the next school year begins. Mrs. Holliday said it probably does not require approval; however, she knows the superintendent will present it to the board. She also said it is similar to Bulletin 130 that guides districts as to what is to be included in the personnel evaluation plan for the district, and it does leave some flexibility in certain areas up to the district. Mrs. Crawley asked if teacher input is being asked in the areas with flexibility, and Mrs. Holliday announced the process is not at that point at this time and she will take direction from the superintendent.

Mrs. Crawley asked if we set the pay scale so that every year everyone gets a pay increase or will it be set up on a bell-type curve, i.e. 10% labeled effective and 10% ineffective? Mrs. Holliday announced that each person who serves as an evaluator must be trained and the state provides the needed training and they must certify as being reliable in the instrument being used for evaluations. Mrs. Crawley stated her understanding that test scores will be a major percentage of the evaluation, but asked about the remainder. Mrs. Holliday explained that 50% will be the value added model and the other 50% is the professional practice model, which is part of the evaluation system that will be based on observations and evaluations. Mrs. Crawley asked if the principal does the observations or other outside persons? Mrs. Holliday responded it is the principal or the assigned evaluator by the principal, just as it is now. She also stated that the process is very similar to the LaTap model.

Mrs. Crawford asked about demotions because in the past an employee's money could not be taken away, i.e. principal reassignments, and if this new bill supersedes this policy? Mr. Abrams said it does not on a contract and they did not amend that portion of the statute. However, it does say that someone promoted could actually be demoted. Mrs. Crawford asked if a Type IB or Type II charter is allowed to keep all the assets in the schools? Mr. Abrams responded that a Type IB is a new school, which means there would not be any assets; however, it could also mean they are buying a school that has been closed and we would have to provide it to them at fair market value. He further explained that a Type II charter is a BESE use of local funds so he doesn't believe they would be able to keep the assets. Mrs. Crawford asked Mr. Abrams to explain what if the PTA purchased items for a particular school, and Mr. Abrams explained that if it is owned by Caddo Parish, district items continue to be owned by the district; however, if it is a shutdown school and no one claimed it, it could possibly still be a Caddo Parish asset and the new school would be charged fair market value. Something purchased by the PTA after the charter would require the new school to keep record of those assets purchased by private funds and those purchased by public funds.

Mrs. Armstrong about Type III charters and how teacher retirement is affected if the teachers desire to organize charters themselves? Mr. Abrams stated he believes if a teacher leaves Caddo Parish and goes to a charter school, they maintain retirement rights for a certain period of time, but after three years (and he is unsure of this time), they must decide if they want to return. Mr. Abrams further explained that he spoke with someone on a recent ruling relative to charters and teachers going to charters must decide if they desire to enter the State Teacher Retirement System or something different. He said he believes this ruling came as a result of teachers entering charter schools and changing year after year what retirement system they wished to participate in, thus the Attorney General provided a ruling that included rights for a certain period of time. Mrs. Armstrong asked if one of Caddo's schools opts to charter themselves to avoid being part of a proposed ISD, would this group of teachers have teacher retirement? Mr. Abrams said he has not researched this; however, he will provide a response to the board. He also explained that one of the things a district does not have to place in the contracts is they do not have to have an operating board but can operate themselves.

Mr. Riall asked about the pay scale for professional staff and how the number of hours an employee works that exceeds the Federal Minimum Wage Requirement (i.e. extracurricular activities) is addressed? Mr. Abrams stated that it doesn't matter on teachers but it's whether or not you are an exempt employee or non-exempt employee. He further stated that teachers do not work an hourly wage and professional staff are not held to the same requirements as other hourly works, even though bus drivers are. Mr. Riall asked if it is possible for a chartering organization (not the state) to appeal to BESE and take one of Caddo's existing schools against the district's will? Mr. Abrams explained that the definition of a Type IB Charter is it is an existing school that the organization could go to the existing school's staff and ask them to vote to charter the school. He further stated that the statute is not entirely clear on this point, but only states that Type I is a new school and Type IB is a new or existing school. He further explained that when BESE takes over a Type III school already in a district, they can convert it to a Type II and make it a state chartered school operated by BESE. The way the rule reads now, a charter organization could by-pass the school district and approach BESE directly for a Type II school .

Mr. Ramsey asked about clarification on teacher evaluations and if there is a grace period or learning curve included in the implementation? Mr. Abrams said he believes a bill introduced that it not be put into effect this year must have died.

Political Update/Impact of Charters and ISD. Superintendent Dawkins shared the following comments with the Board and members of the audience.

Mr. Abrams covered two of the most recent pieces of legislation to become law. We will, with all due haste, work with our staff to be ready for implementation per the required timelines. We are committed to carrying out the laws of the State of Louisiana on behalf of this Board and for the citizens that it serves.

This Board has only had minor discussions on the impact of Charters and a rumored independent school or separatist school district. I do say rumored because I've only heard of at least three proposals, I have not seen any.

First, the Board should know that we are actively engaged in attempting to integrate viable Charter Schools into the already existing options here in Caddo Parish. In fact, we have received and reviewed our first Charter application. We've had the necessary State required third party review and have met with a very committed team from the applicants. We are, again, committed to working with them in all aspects of their planning and have offered necessary support to make them a successful applicant. Like them, our only concern is a positive, progressive and great education for all kids. We will bring the application for this Board's review once they've made the necessary changes required by the State mandated third party reviewer and suggested by the CPSB reviewers and legal counsel.

We will, unless directed otherwise by this Board, accept all applications for Charter Schools. After the review process, mandated by the State, we will hopefully be able to work collaboratively with those who guarantee all children a great public education. They must be good schools and good applications.

Secondly, I would like to address the rumored plan to separate, divide or re-segregate Caddo Parish Public Schools along economic, class and racial lines. It is a politically sensitive issue. Our parents and staff have been inundated with information and rumors that are confusing and divisive. Since I've not personally seen a plan, I only speak to rumors of several plans and pending legislation. For our parents' and staffs' sake, I plan to communicate that, unless this Board advises me otherwise, we are planning for the 2012-13 school year as the complete and full service Caddo Parish School System. Which means that all schools, unless we deem otherwise, will be open as usual and we will follow our previously approved 2012-13 calendar. That means kindergarteners should attend round-up, elementary, middle and high school transitions will occur, athletic and other extra-curricular activities will proceed on a normal basis. We are not planning for legislation that has not been completed and we will not fall for separatist scare tactics of those who want to see a divided school system and who knows, ultimately a divided city. If we are to ever to attain our potential, working together towards a stronger, unified school system is where our future lies. Separate is not equal, it never has been, it never will be.

I want to be clear:

- 1. This Board has never been presented with a plan.*
- 2. This Board has not directed me to plan for a break-up or separate district.*
- 3. We already have open and very liberal enrollment policies.*
- 4. The separatist plans may limit choice if the rumored plans are implemented.*
- 5. In my 4 years here, there has never been a written complaint related to resources and programs available at any of the schools in the rumored proposed ISD. No one, to this date, has formally asked the Board or myself anything about separating the district.*
- 6. Along with watching the legislation, we are in touch with our Federal legal team to see if the potential re-segregation of Caddo Schools is legal and constitutional. That feedback will come to the Board as soon as I receive it.*

Finally, a statement or resolution from this Board will send a clear message to the community, parents, staff and students that unless this legislation becomes law, we will continue to work on improving every school in Caddo Parish in every neighborhood across this district.

We are indeed better together!

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MAY 15, 2012 CPSB MEETING

Superintendent Dawkins shared items for the Board's consideration at its May 15, 2012 meeting and the following discussion ensued.

Out of State Travel (General Fund). Mrs. Armstrong noted recent action by the Webster Parish School Board that there will be no out-of-state travel for the next school year; and as the CPSB continues to work on cutting expenses to bring the budget in line, she believes this may be something to consider. While she understands the need for continued training for the district's professionals, she believes teachers and a lower pupil-teacher ratio in Kindergarten-First Grade are more important and travel should never be put before teachers and students. Superintendent Dawkins assured the board that staff will never put travel before having teachers in the classrooms and the students.

Mrs. Crawley stated she would like to see Mrs. Armstrong add this as an agenda item, but she wants to be assured that student awards and student travel are exempt from this. Mrs. Bell asked that the Board consider on-line training because some departments need continued training if the District is to keep up with the constant changes in the 21st Century. She also stated her agreement that student travel should not be included in this.

Mrs. Crawford reminded the Board that these requests for travel are for additional training for AP classes, which is an area and goal that Board members instructed the Superintendent to build. She asked Mr. Lee if this money is budgeted or does it come from the schools' allotments. Mr. Lee explained that student travel is a separate item in the budget; however, for teachers, much of that amount is in the directors' budget.

Bids. Ms. Priest asked that staff provide her with the names of the middle and high schools that are on the list to receive musical instruments as well as Physical Education equipment. Mr. Graham responded he does not have a list of schools because this is the amount for the general inventory for replacing broken instruments, etc. as they need replaced, but he will work with staff to provide the requested information.

Byrd Parking Lot Solution. Tim Graham shared with the Board a proposed leasing agreement from Wade Sample offering 29 parking spots at \$4 a day for each (\$2,320 a month for 12 months), and at this time, under advisement of Legal Counsel, staff is obtaining an appraisal. Mr. Abrams reminded the board that it has a policy in place regarding purchasing property that requires an appraisal before purchasing anything and he believes it is also a good idea to have an appraisal on any rental property so the board is assured they are getting fair market value for they are leasing. If Mr. Graham can determine when the appraisal might be received and the cost, it could be placed on the board agenda for action. Dr. Dawkins also stressed to the board that this is the first phase in an attempt to get a permanent solution to the Byrd parking problem. He said staff is continuing to look at other parts of the campus for additional permanent parking, i.e. negotiating with the owner of the house still for sale as well as other possibilities. Mrs. Crawley asked if the appraisal needs to happen first before the board moves forward. Mr. Abrams said if Mr. Graham gets an estimate for an appraisal, it could be presented to the board for consideration; but if it requires a substantial amount of money, he would recommend amending 8.02 to "Appraisal of Parking Solution". Mr. Graham also stated that Mr. Sample offers in the lease agreement the opportunity for purchasing the property at the end of the three-year lease at fair market value. Mr. Woolfolk reiterated previous comments that staff is attempting to provide a solution for getting cars off the streets in the surrounding neighborhood. Mrs. Crawley said it's not only the parking issue in the neighborhood, but also the report submitted by the Southwest Evaluation Committee that wrote up this as a hazardous situation for the students. Mrs. Crawley said she will leave it on the agenda as is and wait for staff to bring information to the board.

Mrs. Bell stated her concern and the domino effect this will bring because there are other schools in the District experiencing parking issues at their school and in surrounding neighborhoods. She also said with 2300 students at Byrd, she doesn't believe 29 parking spots even make a dent in the need. Mr. Abrams clarified that the lease agreement presented does not include a lease to purchase option and this property will become more valuable if the district leases it for \$2,300 a month. Dr. Dawkins stated to lease the property will cost the district about \$24,000 a year and to build a new parking lot will cost approximately \$500,000, and this is a temporary solution. While there may be issues at other schools, Dr. Dawkins reminded the board that this is a high school with an acute problem, and a problem that has been reported to administration for a solution. Mrs. Bell said others have not said anything because they know they will be told there is no money, and she cited a problem at Caddo Middle Career with cars parking on the street.

Ms. Trammel also asked about the parking situation at Caddo Middle Career & Technology Center because she knows when it rains, one has to walk in mud to get to the school due to a lack

of parking, and she was told that parking spots are based on the number of employees. She also questioned how we will gain by paying \$2,300 a month for three years? Dr. Dawkins said a previous plan presented to the board included parking; however, that plan did not go anywhere. Ms. Trammel asked about a past agreement with the church (Kings Hwy. Christian) for student parking during the day in return for the district paving the church's parking lot. Mr. Graham also noted that this is an offer the district can counter. Mr. Riall reminded the board that this item is not a comparison of other schools, but whether or not the board wishes to do this for Byrd.

Ms. Priest asked staff to verify that the Board purchased two lots on Kings Highway for developing parking areas for Byrd? Mr. Woolfolk explained that last October a report was submitted to the Board that to put 56 parking spots in those two lots would cost approximately \$400,000. At this time there is still a house for sale located between the two lots purchased; and, staff is awaiting an appraisal on that property based on what the owner is asking for it. In the meantime, staff was asked and is now looking at alternative options for additional parking without purchasing the house on that lot. Ms. Priest stated that her concern is there are so many other pressing things, i.e. pupil-teacher ratio, that she believes are more critical.

Mr. Pierson asked how many parking lots are we attempting to provide? Mr. Woolfolk stated that staff was only trying to address a concern from a board member and the community to alleviate the issues with cars blocking driveways and other cars in the neighborhood; and while staff felt that the \$400,000 was expensive for 56 parking spaces, they felt that 29 parking spaces at this price would definitely provide some relief from the issues. Mr. Pierson stated he believes the board needs to move forward and negotiate for the lot across the street from Byrd High School and he agrees with Attorney Abrams comments regarding how much it could possibly cost. With Byrd being in a land lock situation, it is necessary for the board to look at a solution, but if it is a situation that the School System cannot safely address, then it should be resolved. Mrs. Crawley stated with the two lots not being paved until the purchase of the third house, land is expensive and with Byrd not being the same anymore, students leaving for jobs and the many students driving to school, she would like to see included in the lease agreement that at the end of three years, there could be an open option to purchase.

Mrs. Crawford stated to park in the lot there should be a rule that two students must be riding in the car, which should double the number of spaces; and when the district is able to purchase the remaining house and lot on which it is built, this will allow the number of parking spots to increase to 92. She also noted that the City has "no parking" signs posted on all the side streets.

Ms. Trammel asked staff to confirm that there is not a parking lot there? Mr. Graham clarified that the lot with the house still in place, the owner is asking \$180,000 for it and the Attorney General has advised that the district can only pay up to fair market value for the house; and at this time, we are awaiting receipt of an appraisal. Mr. Woolfolk explained that staff will continue to look at different options in an effort to present the best option to the board. At this time, he also reported that staff is looking at another lot on Creswell as a possibility.

Mr. Riall asked if someone is living in the house and how long they have lived in the house? Mr. Graham responded there is and they have lived in the house since 1990.

Mrs. Armstrong asked what Byrd's current enrollment is, and staff responded approximately 2,200. She asked staff to look at the lot on Creswell adjacent to the JROTC building, and the possibility of limiting the number of cars or that there must be a minimum of two students per car. Mr. Woolfolk responded that staff is looking at this option and attempting to find a place for JROTC to conduct drills. She also asked if the parking lot adjacent to the JROTC building could be expanded, or has anyone considered limiting the parking spots to juniors and seniors? Mr. Daigle said it is basically seniors that park on campus because there are no spaces for the other students.

Miss Green shared Mrs. Crawley's concern for the parking at Byrd and asked Mr. Woolfolk about the \$400,000 cost. Mr. Woolfolk explained that in October, Steve White sent a communication to the board addressing parking at Byrd and explained that a preliminary plan will be developed to address the parking issue at Byrd and how much it would cost for grading, asphalt, and stabilizing the lot because of the close proximity to a main thoroughfare. Miss Green asked Mrs. Crawley if it is her desire to move forward prior to the next school year and Mrs. Crawley confirmed that is her intent in bringing this item.

Ms. Priest asked staff to provide her with the number of students attending Byrd out of district in the regular program and not the magnet program. Ms. Priest noted the amount of time the board has spent discussing parking at one school and not on academics, school performance and evaluations.

CPSB Join in Class Action Lawsuit to Enjoin and/or Overturn Certain Provisions of HB974 and HB976. Ms. Priest announced that she does not have the backup at this time, but will have it prior to the May 15th meeting for the Board's consideration. She explained that LSBA and other School Boards in the State are joining together to work on what is believed to be unconstitutional in HB974 and HB976 and she expects to receive this information within the week.

Mr. Riall announced that the Board has established a Committee on Legislation and Accountability and Board members serving on this committee are Lillian Priest, Bonita Crawford, Charlotte Crawley, Carl Pierson and Jasmine Green.

Mr. Ramsey asked if a determination has been made on the cost per district and if it will be determined by the number of school districts participating? Ms. Priest responded that is how she understands it, and that the number of school districts will determine the cost per district.

Request for Auditing Department to Audit SunGard System. Mrs. Crawley asked that this item be reworded to reflect a survey of the SunGard System and that the survey includes all those using or affected by the system. She said she would also like for the Auditing Department to analyze the contract as well as additions to the contract for which the District has paid, recurring costs and the results. Superintendent Dawkins stated the survey will also include the benefits and the backup plan.

Procedures for Staffing K-3 Classes. Mrs. Crawley explained that she is recommending the staffing policy (Policy GCA) be kept at 22 in K-3 classes with no rounding of numbers used to determine staffing allotments. Dr. Dawkins announced for everyone's information that to do so will cost the district approximately \$2 million. Mrs. Crawley added that the budget will need to be revised to reflect this amount.

Proposed Truancy Policy, Re: Parent Responsibility for Students Missing School and Discipline. Mrs. Bell explained that she is bringing this for the board's consideration because she believes something must be done to make parents accountable and consequences for those who violate the laws/rules, and stop being so easy on the parents. She clarified she will ask that this be submitted to the Discipline Review Committee for consideration and added to the District's Blue Book so that parents must sign, that it is put on the web site, that it is published in the newspaper, as well as stressed during back-to-school orientation. Mr. Abrams clarified that the CPSB does not put parents in jail; however students' excessive absences are turned in to the Juvenile Courts and the issue addressed by them and fines paid to the courts. Mr. Ramsey stated the importance of discerning what we can do to bring more publicity and to make sure this information reaches all homes. Mr. Abrams further explained the notice will be similar to what we currently have in place for students that are tardy or truant and the parents will be subject to

the fines and community services, which will be included in the notice. Mr. Ramsey said he believes setting a few examples may get their attention. Mr. Abrams also stated he does not believe there is need for an agenda item at this time, but the proposal can be presented to staff (Discipline Review Committee) to address. He further explained that the legislation currently in committee will help parents to opt their children out of standardized tests and a portion addresses parents rights and schools not being punished if students do not show up to take the test.

Ms. Priest stated her agreement because the bottom line is if students are not in school, they suffer. She said it also impacts law enforcement, the judicial system and the school district. Ms. Priest reported that she and Board member Pierson have been sitting in with the District Attorney, Sheriff, et.al. and this is a concern (when children are not in school there is no supervision and they ultimately can become a crime statistic). She stated her agreement that we need to include the \$250 fine, because \$50 is not enough; and she believes the staff can be charged with working out the mechanics.

Ms. Trammel shared with the board her knowledge of someone in her community with a lot of children and everyday a number of them are at home. She stated she would like to see some type of news flash timely displayed on televisions about the law and the consequences.

Mrs. Crawley referenced numbers provided by Carla Moore and those that are repeaters and/or same families.

Move Loyola Within Byrd's Attendance Boundaries. Mrs. Crawford stated she received a call from a citizen who asked that we look into this issue; and while it would have been easier had it been brought to the board when it recently considered adjustments in attendance boundaries, she agreed to bring it to the board for consideration since these are tax-paying citizens of Caddo Parish. She explained that at her request, Mr. Woolfolk determined that only one child will be affected; and this is strictly the private schools within Byrd's attendance district where children are going to Loyola in the 9th grade and it allows them to play ball as incoming 9th graders. Mr. Pierson stated that Loyola has been physically located in Byrd's District for years and he supports this as long as it doesn't affect any other part of his district to the extent he will be asked why other areas cannot be rezoned. Ms. Priest stated her support of this request; however she would like to make sure that in the future citizens are asked to be more timely in coming forth with their wishes and desires. Mrs. Crawford added that she was told the Athletic Director (Loyola) told the parents he would take care of it, yet he dropped the ball. Mrs. Crawley did note that someone was in attendance at a board meeting where it was to be discussed; however, the item was postponed and he left.

Resolution: Re: Oil, Gas and Mineral Lease (Kirby Oil Company). President Riall explained that he is bringing this back for the board to consider possibly reversing its position of minimum \$2,000 an acre and 25% royalties taken at the April board meeting. He further explained that following last month's action he received several calls stating that drilling could not take place at the 75% royalty requested by Caddo. He stated there are certain type wells that are drilled by shallow well drillers; and they cannot afford to drill these wells with a 75% lease which will also hamper productivity for us. Mr. Riall further explained that anything below 3,000 feet is done in units and in the smaller sites drilled on the surface, then it is those who own the surface rights that benefit. He will bring additional information for the board's consideration.

Alternative Schools. Dr. Dawkins shared with the board a draft proposal (pending changes in the 2012 Legislature). He announced that tomorrow the Legislature will debate the alternative school package and staff has been looking at ways to address the needs of alternative students and it is going to require us to enter into a relationship with an outside vendor, but clarified this does not mean layoffs of staff. Dr. Dawkins explained that at this time, Caddo is spending almost \$8 million on alternative programs that will offer a way of regularly assessing students

and focusing on academics; and he highlighted the components of the proposed program, Ombudsman, and that the contract presented includes the cost for all aspects of the plan. Mr. Ramsey asked the superintendent if we have to or had to provide them a great deal of details on what we want? Dr. Dawkins responded that staff has held several meetings and phone conferences with representatives in order to let them know what we need. Mr. Ramsey stated he recognizes the proposed program, but he would like to get with him for further questions and answers. Mr. Ramsey stated he like staff input and how we build the program, because to address the problems that we have we really need to know where the problems are, and he is very interested in seeing the data we provided.

Mrs. Crawley asked if we know how they can save us this much money. Dr. Dawkins explained it is because of efficiency of consistent programs across the country -- and it will be the same in Louisiana as it is in Texas; and when you have this consistency, it's easier to get an economic scale. Dr. Dawkins also explained they use a different configuration to staff the school. Mr. Riall asked if they will provide their own security and the superintendent responded that is an area still being discussed.

Sale of Rodessa School Site. Miss Green inquired about this item and Mr. Riall explained that this is a dilapidated meeting and the Town of Rodessa has asked us to destroy this building; however the cost to do so has prohibited the school system from moving forward. Mr. Riall also stated that the board has a policy that we maintain mineral rights on such properties when selling them; however, because these buildings are dilapidated and have livestock roaming through them, he does not believe we will be able to sell them unless we also release the mineral rights. Miss Green asked if the board will be considering it on the 15th, and Mr. Riall stated that at this time, no one has submitted a bid. Miss Green asked the superintendent what is located around this land and Mr. Riall responded there is a chain link fence, no homes, etc.

General Fund Budget Revision. Mr. Lee explained that this revision comes for the board's consideration mainly due to a request from Board members to increase the bandwidth for End of Course testing because of the problems experienced in the past. Also in the past this expenditure was e-ratable; and since it no longer is, the cost is approximately \$10,000 a month more than it used to be. Mr. Ramsey noted that this is much needed and because the system locked up last year and we suffered some penalties, he encouraged the Board to support this.

Adoption of 2012-13 Consolidated Annual Budget. Mr. Lee shared with the board members and audience a copy of the full budget package. He said this budget changed slightly from the last one presented in that the deficit spending total of \$6.2 million, after modifications, now reflects a \$1.8 million deficit. He explained that modifications include inclusion of variations, i.e. vacant special education teachers, savings on the alternative school plan implementation if the board agrees, staffing formula, and how much the State has cost the District this year in changes to the MFP formula. He did remind the Board that if any additional expenses are added to the budget, it will affect the ending balance; and at the \$1.8 million deficit spending, we would not have been at a deficit had the State not mandated additional monetary requirements from the districts. Mr. Riall asked Mr. Lee if this proposal includes the proposed alternative school plan and Mr. Lee said it does. Mr. Ramsey said it appears staff is getting closer to a balanced budget and no deficit spending; however, he asked if staff is not willing to add back into the budget items such as taxes, etc. Mr. Lee said property taxes have been included; however, he prefers waiting until the report is received from the Tax Assessor, because at this time the information received on the sales tax is flat and he is not comfortable in moving forward with adding in any additional amounts, and the same is true with the sales tax amount. Mr. Ramsey stated again that he would like to see a balanced alternative for the Board's consideration.

Mrs. Crawley asked the superintendent about the \$2 million that would need to be added back into the budget to cover staffing, which would bring the deficit to \$3.8 million. She also stated

that she believes \$3.8 million deficit is the smallest deficit budget every approved by the Board, and she is o.k. with additional cuts, but not with teachers or students. Mrs. Crawley asked about scheduling an additional budget work session prior to the board taking action on next year's budget. She also asked staff about the numbers reduced in staffing as she did not remember the numbers as presented. Mr. Lee said this new number also includes the teachers at the alternative schools. Mrs. Crawley asked that staff provider her with an explanation of the additional 20 teachers in the reductions.

Ms. Priest thanked the superintendent and the staff for working hard to get the Board this budget and for getting it down to a \$1.8 million deficit. Having started out with a balanced budget, and with some of the board members requesting to add things back in the budget, she cautioned the Board about continuing to add items back in the budget. Miss Green asked about the date for the next budget meeting, and Mr. Riall announced that the Board will hold another budget work session on Tuesday, May 8, 2012 from 11:30 to 1:00 p.m.

ADDITIONS

Mrs. Bell asked that travel be added to the June agenda.

Mrs. Crawley asked about 9.02 because she would like to move this item to an Action Item for the Board's consideration. She asked why the TAP program is no longer at Cherokee Park and staff explained that the grant for this program ran out. Mrs. Crawley asked if TAP is on the schedule for next year at three high schools? Dr. Dawkins responded that a School Improvement Grant was awarded for these three schools. Mrs. Crawley asked if there is not an option with TAP? Dr. Dawkins responded that funding is a concern, and Mrs. Crawley said she understands, but she believes we could write a grant for it to be district-wide. She said she would like for the Board to seek a waiver from the State before implementing the evaluation system so Caddo can pursue possible funding for TAP as the tool for Caddo's evaluation program as opposed to the State's evaluation program. Dr. Dawkins said staff will look at all possible options and report back to the Board, but he is not aware of anyone that would be willing to fund an entire district.

APPROVAL OF AGENDA AND CONSENT AGENDA FOR MAY 15, 2012 CPSB MEETING

Mr. Riall proposed that the following items be considered as the consent agenda: 6.03, 7.02, 8.04, 8.06-8.07, 8.09-8.12, 8.15-8.17. *Mrs. Bell moved, seconded by Mr. Ramsey, approval of the proposed agenda and consent agenda for May 15, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover, employee, addressed the Board on politics, agendas, and stewards. She said each member of the School Board is a steward, one who represents their individual district as well as all districts collectively. Ms. Glover added that the Board not only represents the children of Caddo Parish, but also the parents, grandparents and guardians of the children in Caddo Parish. She said she doesn't understand the need to have a budget exercise and asked if the budget is being exercised as something that is beneficial for all children in the parish. She said not only are the children of Caddo Parish being affected by the Board's decision, but the employees as well. She asked the Board if they realize that they run the risk of destroying the lives of the children in Caddo Parish as well as those who work for Caddo Parish, and if they feel like the lives of all affected are being jeopardized as consideration is given to resolve these many issues? Ms. Glover reminded the Board that their choices will bring about devastating effects on everyone and it is important to work within the confines of a good budget and no longer allow frivolous work with the District's funds, but effectively make sure we avoid the travesties that

have come about because of the actions of those who thought it worthy to exercise a management tactic that brought forth these problems. Regarding the Governor's agenda, she said it was no more intended to have students at risk than the man in the moon; and she was very hurt when she heard on the news a parent expressing dissatisfaction of parents receiving vouchers to attend private schools, because what she was saying was she does not want students, primarily minorities, to attend school with her children. Until it is determined by everyone that every child, regardless of race, is entitled to a quality education, this will not change.

Jackie Lansdale, president of Red River United, reminded everyone about the Most Improved Student Celebration on Tuesday, May 8th at 6:30 p.m., Southwood High School, which is being done with the Caddo Parish Public Schools. Relative to the teachers' supply money, she brought to the Board's attention that she was notified by a teacher today that the principal informed the teachers that this money would not be coming to them next year. She said these are materials that go into the classroom for the boys and girls and she doesn't understand why this has to be an argument each year. If the Board does not allot this amount to the teachers, she believes it is in effect giving the employees a pay cut; and she encouraged the Board to do as much as possible for the teachers in helping provide needed supplies for the students. Regarding legislation, Mrs. Lansdale stated she believes there will be much time spent in court challenging many bills being proposed and signed into law by the Governor. She also asked that the employee organizations continue to be included in the process and that they are included in meetings and discussions relative to the evaluations. Mrs. Lansdale also asked the Board to encourage State Superintendent John White to bring one of his statewide meetings to Caddo Parish.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously, and the meeting adjourned at approximately 8:23 p.m.*

May 8, 2012

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 11:30 a.m. on Tuesday, May 8, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

Superintendent Dawkins reported to the board that since the last meeting, he has attempted to contact Walter Lee in DeSoto Parish; however at this time, he has only been able to leave a message for him to call regarding a waiver and cost for the TAP program.

Jim Lee, director of finance, reviewed the financial summary given to the board at the last work session noting there has been no change. Mr. Lee said staff has explained to the board the level of changes at the State, i.e. MFP funding and how it affects Caddo (approximately \$4 million). He further stated if Caddo had received the same amount of money from the State as the previous year, the District would not be looking at a deficit, but would be on the plus side. He also referenced board discussions on restoring the staffing for K-1 classes which is on the board's agenda for May 15th. This amount is not included in the proposed budget; however, if the board approves this change, staff will then incorporate that amount into the budget, adding another \$2 million in expenditures and increasing the deficit to approximately \$4 million.

Mrs. Crawford asked if the proposed Ombudsman Program has been added to the budget. Mr. Lee responded that the savings (between \$3 and \$5 million) has been incorporated in the budget.

Mr. Rachal asked staff if they feel like everything has been incorporated in the proposed budget from the State. Mr. Lee said everything of which we are aware. Mr. Rachal asked if staff included the effect of what the District could possibly lose through vouchers? Mr. Lee responded no because we have only received one application for a charter school; and if it is approved, it will not take effect for another year. At this time the State has not determined exactly how they will implement this program. Mr. Rachal asked if the staff feels like we will lose students with the vouchers? Dr. Dawkins responded that we have not been flooded with calls about vouchers and only that one of the local schools has said they do not plan on participating in the voucher program. He added if the voucher plan works, he believes the biggest impact will not be this coming fall, but in another year. Mr. Rachal asked staff about the pie chart reflecting that MFP is 52.7% of our revenues and if staff could provide the board a breakdown for the past five years, since it appears to him that the total revenue from the State continues to be reduced. Mr. Lee noted that his assessment is a fair one and he will provide the board the past five year amounts and the percentage that amount was in the General Fund. Mr. Rachal asked staff to look at what the District receives from the local revenues.

Ms. Priest asked why the number is so high for the Dual Enrollment revenue? Mr. Lee stated it is an actual award for Dual Enrollment, and until we receive something contrary, staff budgets the same amount. Ms. Priest asked staff to provide her with an actual spent amount vs. the budget for 2010-11 for Dual Enrollment. She also stated that because figures are not included for vouchers, she believes the board should be conservative and plan for some impact or loss.

Mr. Ramsey referenced the alternative education proposal presented and asked if the program is for grades 6 -12, if it is an on-site program, does it have 450 total slots, and why there is no mention of Hamilton Terrace? He asked if this accommodates all the issues with overage middle school students and the current students we are serving? Dr. Dawkins explained that 450 is more than what is currently on the books which allows for some cushion; however, in the contract with this company, and if approved by the board, there are options to add more if we need to do so,

but being a growth industry for alternative schools is not what we want. Mr. Ramsey stated his concern is in trying to come up with an appropriate budget and if this is the direction the board chooses to go, he only wants to be comfortable with the numbers. He also asked if the off-site locations will be in facilities owned by Caddo Parish Schools, and Dr. Dawkins said they will not and the cost is already included. He further explained that the middle school students will be in Ingersoll, Hamilton Terrace will be vacated and the company will locate three or four locations in strip-type malls, the cost of which is included in the numbers presented.

Mrs. Armstrong asked if the budgeted positions in parentheses are being eliminated? Mr. Lee said the third column reflects the change and the positions to be reduced, some through attrition.

Miss Green asked staff to provide a breakdown on how the dollars are spent for Performing Arts, Shreveport Symphony, etc. relative to the Music Program.

Charlotte Crawley stated that she still desires to receive additional details on the instructional reductions (teachers and aides). Mr. Lee responded that he believes HR is working on these numbers. Mrs. Holliday explained staff's projections based on last fall's enrollment and applying the current staffing formula, as well as the new formula and how staffing numbers would be affected. Mrs. Crawley announced that principals are telling kindergarten teachers they have been cut from the budget and some will be released and will need to find another job. Mrs. Holliday clarified that the schools have not been given the staffing allotments at this time; however, principals can calculate their numbers. Mrs. Crawley asked Mr. Lee for the projected ending balances for the past three years when the board voted on the budget for those years? Mr. Lee responded that the current year (11-12) began with an approximate \$15 million deficit and staff is projecting approximately a \$4 million deficit for the year, for 2010-11, the proposed deficit was approximately \$30 million and the final deficit was approximately \$6.2 million, and the projected deficit for 2012-13 is approximately \$1.8 million. Mrs. Crawley asked if the staffing policy is revised, will that place the projected deficit at approximately \$4 million? Mr. Lee said that is correct if the board votes to put the staffing formula back in.

Ms. Trammel asked how staff will project for the budget how many students Caddo could possibly lose because of vouchers? Mr. Lee responded that he has not seen any numbers, but he heard that between the private schools, including Catholic schools, there could be between 200 and 400; but he doesn't have a good way at this time to determine this number. Regarding the proposed alternative program, she asked will there be programs implemented in those schools to help the students that are not college bound? Dr. Dawkins explained it will be embedded in the program, i.e. job and career coaches; however, for the traditional programs, we currently have coaches for graduation; and if we follow the State and the District's goals, we will be moving forward to do a better job of getting students matched with a career. The company being proposed will attempt to match students with job experiences, i.e. internships, apprentices, etc. in an effort to train them in a particular trade.

Mrs. Bell asked Mr. Lee about the incentives given to the AU schools for three years and if this has been incorporated into the proposed budget since this is no longer an expense for the district after this year? Mr. Lee said it has because this current school year is the final year. Mrs. Bell asked how much does this represent, and Mr. Lee said approximately \$5 million a year. Mrs. Bell asked about the existing charters and the fact that we provide services, i.e. maintenance, cafeteria workers, etc.; and if the State decides to return Linear to Caddo, is there a lot of money budgeted for Linear? Mr. Lee responded between \$500,000 and \$1 million. Mrs. Bell asked if that amount is in the budget and Mr. Lee said it is not because Caddo bills them for it, thus it is really a wash. Mrs. Bell asked if the amount the State pays for each student will be the same for vouchers and charters? Mr. Lee said it will be the average MFP cost for all of Caddo's students, i.e. approximately \$4,800 plus an amount taken away for local tax revenue, so it will be approximately \$5,000 to \$8,000 a student. He further explained that with MFP dollars, \$3,800 is

the base amount per student and special ed or at risk students receive a little more and they determine what the average amount is for all the students.

Mr. Riall asked Mr. Lee if we get 400 vouchers at \$7,000 is this not approximately \$3 million out of Caddo's budget? Mr. Lee said that is correct. Mr. Riall asked Mr. Lee about the cost to educate the 400 students. Mr. Lee explained the District probably spends approximately \$10,000 per student. Mr. Riall asked if we get 400 vouchers, will we not lose \$3 million, but it is costing a lot more per student to educate them? Mr. Lee said that is correct, as long as staff is adjusted accordingly; because if the District loses students, it will do so across the District and not in a few schools to the point it would affect the staffing at the school. Mr. Riall also asked staff if the savings from the proposed alternative program is figured in the budget and Mr. Lee confirmed it is. Mr. Riall asked what will become of the Hamilton Terrace property and the superintendent responded it would become an off line school with no activities and possibly be sold.

Ms. Priest asked about the budget for virtual schools approved earlier this year? Mr. Lee responded that he doesn't have the details with him, but confirmed that the same amount from last year is included for next year. Dr. Dawkins stated that the District started with approximately 200 students and the number is up to approximately 400. Mr. Lee responded he will provide the board with the number of students projected and the dollar amount budgeted.

Mrs. Crawford asked about the 28 teachers we would lose from the alternative schools. Mr. Lee said the number would be reduced, and they could possibly work for Ombudsman or placed in a vacancy at another school. Mrs. Crawford asked if we receive more money than we need for the Dual Enrollment, can it be used to train teachers, and Mr. Lee explained that all the funds and grants are designated for specific uses.

Mr. Rachal referenced discussion at the last board meeting on outsourcing and asked about any progress in this regard; because even though he understands this is not something that will happen in this budget, it is a discussion that needs to begin. Mr. Lee explained staff has looked at potential areas that could possibly be outsourced; however, at this time, it has not been incorporated in the budget. Mr. Rachal stated he understands the information is preliminary; however, once additional information is received, he only asks that it not be given to the board too far into the budget planning process for the following school year since it could possibly impact a number of areas. Dr. Dawkins affirmed staff will present this information to the board in adequate time for review and consideration. Mr. Rachal asked if, with the K-1 staffing and the possible reduction of approximately 33 teachers, a class has more than 23 students is it possible to place an aid in the classroom to assist the teacher; and if so, what is the cost? Mr. Lee estimated approximately \$500,000; however he would prefer to run the numbers to make sure based on the type of class. Dr. Dawkins responded that staff will provide a complete answer to this request. Mr. Rachal asked if it is possible to use Title I funds and not affect the General Fund budget? Staff responded that Title I funds are restricted for use only in Title I schools.

Mr. Ramsey asked about the Ombudsman Program serving students at the current Hamilton Terrace Alternative School as one of four possible sites and if this means one site might be closed? Dr. Dawkins explained that under this proposed plan the Ingersoll site will remain open for middle school students, and Hamilton Terrace will be closed and sites strategically placed throughout the community. Mr. Ramsey asked if part of the savings to the budget is in recognizing the closure of the Hamilton Terrace facility and noted the numbers compared in the elementary schools for K-1 teachers and class size and how the staffing formula works.

Mrs. Armstrong asked if Ombudsman will lease Ingersoll from us for the program there or will Caddo maintain the school with their personnel being placed at Ingersoll? Dr. Dawkins explained that we will maintain the site and they will put their own personnel in place there. Mrs. Armstrong asked if the high schoolers will cover the cost of the facility they may use and

Dr. Dawkins responded that Ombudsman covers all these things. Mrs. Armstrong asked about the Linear facility and if Caddo is conducting regular maintenance inspections at the two charter schools, because if they have torn up Linear, someone needs to be held accountable. The superintendent assured Mrs. Armstrong that someone will be held accountable. Mr. Smith responded that routine (daily/weekly) maintenance is conducted at this site, and they are charged for anything torn up or damaged on the campus. Mrs. Armstrong stated the importance of Caddo having eyes on these facilities on a regular basis. Mr. Smith reminded everyone that the custodial staff at Linear works for us and they do report these things to us; but Linwood has its own staff. Mrs. Armstrong again stated if these schools are being torn up, she believes it is necessary that conversations take place with the administration. Mr. Smith responded he will do some walkthroughs on this campus.

Miss Green stated she does have numbers on the music budget and the fact that the board gives the Performing Arts Program \$5,000 and to the Shreveport Symphony \$15,000 or more. She said the Performing Arts Program does a lot for Caddo Parish and they give us back almost all of what they receive when they use our facilities. She asked for an additional \$5,000 for this group, and Mr. Lee explained it would be necessary to add an item to the agenda. Miss Green also asked Mrs. Holliday to summarize Northside and Pine Grove and how will the number of teachers and class sizes be determined for K-2.

Mrs. Crawley said she still desires to receive information on Central Office vacancies. Dr. Dawkins stated staff did bring a list of openings in Central Office and the number/positions that could possibly be open by the end of the summer and potential savings. Mrs. Crawley also asked if she went to A.C. Steere, can she expect to count only 17 students in a Kindergarten class because she does not expect that to be the case; and asked if this is only how principals staff their teachers, because she believes they might put 26 in a class so they can provide an enrichment class or whatever they might want. Mrs. Holliday said she can only verify that this is how the teachers are allotted to the schools and how HR instructs principals to staff their positions. Mrs. Crawley shared her experiences as a teacher and how her principal used their staffing allotment. Mrs. Armstrong stated that prior to her serving on the board that is how it was done; however, after she became a member of the board, the board passed a policy that enrichments are outside the classroom pupil/teacher ratio. Mrs. Crawley stated she is familiar with this; however principals can still use the allotment how they want to use it. Mrs. Armstrong reminded everyone that art, music and physical education are figured outside the staffing formula and if principals are doing something different, they should be called to task. She also asked if the new law in effect that takes hiring from the board, allows us to tell principals they will employ certain persons? Dr. Dawkins responded that to some degree we will still have the ability between the superintendent and principal to place all personnel.

Ms. Trammel inquired about previous discussions on outsourcing and if this is something that can be done in any area and staff is doing. Dr. Dawkins responded staff is looking at every area; and at the Board's request, staff will schedule a time to bring this for the board's consideration.

Mrs. Bell asked about the proposed alternative school plan and if the Career Center on Union Street is the Discovery Center and Superintendent Dawkins clarified that it's part of the Academic Recovery Center's name. Mrs. Bell asked if this company will have access to the Career Center classes? The superintendent explained that the primary purpose of this program is to get the academics up for these students who are behind 2, 3 and 4 years; and the agreement does not include the career complex itself; however if we want to include the Career Center Complex as a part of the agreement, it is something that could be looked into. He noted the abbreviated schedule is strictly instruction, but they also will attempt to match students up for a job or experience that might lead a student to a job. Mrs. Bell asked the superintendent to explain what will happen to a child when their daily session ends at 11:30. Dr. Dawkins responded the student would be led by a job coach into something that will help them with job-

embedded skills or possibly an apprenticeship. This program is not a day-long program, but it is a program that will give them instruction as well as opportunities to learn different skills that will help them with future vocation decisions. Mrs. Bell asked if we will be able to place some students in internships. Dr. Dawkins said some will be, but we will be able to serve more students because of conducting two sessions since we have been unable to serve all the students in the past. Mrs. Bell stated she likes the program, but she only wants to make sure that we are training students in some type of trade. Dr. Dawkins stated he does not want to mislead anyone, because the program does not have career complex/center component, and while it may be possible to incorporate it in the program, this is about getting basic skills for these students. Mrs. Bell stated her concern for the middle school students and asked if they will be able to return to the regular school? Dr. Dawkins explained there is an individual work plan for each child that includes goals and once they meet the goals, they may return to the regular school. Mrs. Bell also asked about the schools that are off-line and the possibility of using one of these to relocate Central Office departments that are out of space to one of these locations? The superintendent responded that the board approved selling and using schools for other things and staff is looking at the utilization of those schools not scheduled to be sold for some of these functions, some of which will be implemented this summer.

Mr. Riall asked about the \$100,000 budgeted for elections next year and Mr. Lee explained that it's for the bond renewals. Mr. Riall also asked about the projected \$30 million budget deficit two years ago that dropped to \$15 million, as well as the projected \$16 million deficit that dropped to \$4 million, and is it true that with a projected \$4 million deficit for 12-13, we could end up in the black? Mr. Lee said it is possible, and we are getting closer to a balanced budget and could end up in the black.

Mr. Ramsey stated that he asked the superintendent for a balanced budget and he has spoken with him to not expend a lot of time on this because he will continue to challenge the staff in this regard. However, he believes the budget is a moving target and at this time it is important to get something to the principals so they can move forward in planning for next school year. He also added that he wants to make certain that we do not get on the State watch list.

Mrs. Armstrong asked if the \$200 M&S is included in the budget, and Mr. Lee said it is not.

Mrs. Crawley said she has not received an exact list of the schools that Ombudsman will take over, and Dr. Dawkins responded it is Academic Recovery and Hamilton Terrace. Mrs. Crawley asked about Alexander and the superintendent responded they do not do elementary schools.

Mrs. Crawley asked about a more clear explanation relative to MFP? Mr. Lee stated the budgeted amount is a reduction from what we received last year. Mrs. Crawley asked about the \$3,900,000 and where is it in the budget. Mr. Lee said that part of it is the start of a voucher system since we have students enrolled in Virtual Schools and they are taking local dollars as well. He reported they also penalize us for a wealth factor within the MFP formula.

Mrs. Bell stated that we need to let the public know that the state has taken approximately \$4 million from the District.

Mr. Lee announced there was an issue with the publishing of the notice for the public hearing for the adoption of the budget, so staff will not be asking the board to adopt the budget at next week's meeting, but at a special called meeting on June 5th.

There being no further discussion, the budget work session adjourned at approximately 1:05 p.m.

May 15, 2012

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, May 15, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mrs. Crawford led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE APRIL 17, 2012 AND MAY 1, 2012 CPSB MEETINGS

Mrs. Armstrong moved, seconded by Mr. Ramsey, approval of the minutes of the April 17, 2012 and May 1, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, interim director of communications, and Dr. Mary Nash-Robinson, government and community relations officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Dawkins presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

13 Years Perfect Attendance. Brittany Mason, North Caddo High School senior, was recognized for 13 years of perfect attendance.

Regional Social Studies Fair First Place Winners. The following elementary students were recognized for placing first in the 2012 Region I Social Studies Fair: Abigail Garrett, Fairfield; Summerlyn Powell, Summerfield; Ashton Nelson, Fairfield; Emily Aillet, Eden Gardens; and Keiser Dallas, Claiborne. Division I Group winners are Allie Deyo and Jaycie Davis, Eden Gardens; and Claire Guin and Taylor Guin, South Highlands. Division I Grand Prize winner is Emily Aillet, Eden Gardens; and Division 1 Group Grand Prize Runners Up are Claire Guin and Taylor Guin, South Highlands.

Middle School first place winners are Avery Vickers, Youree Drive; Trevor Taylor, Youree Drive; and Sarah Kozak, Youree Drive. Division II Group winners are Alex Tarver and Ethan Tarver, Youree Drive; and Maghana Rao and Alexandra Wells, Caddo Middle Magnet. Division II Individual Grand Prize Winner is Sarah Kozak, Youree Drive; and Division II Group Grand Prize Winners are Meghana Rao and Alexandra Wells, Caddo Middle Magnet.

High School first place winners are Kaytlin Woollen, Northwood; Nicholas Zagzoug, Captain Shreve; Rachel Patteson, Northwood; Evan McMichael, Northwood; Kyle Rachaol, Captain Shreve; Jacob Jarrett, Northwood; and Skylar Williams, Northwood. Division III Group winners are Mary Catherine Fertitta and Stephanie Durr, Captain Shreve; Amelia Fertitta and Patyn Glass, Captain Shreve; and Peyton Britt and Regina Champagne, Captain Shreve. Division III Individual Grand Prize Runner Up is Skylar Williams, Northwood; Division III Grand Prize Winner is Kaytlin Woollen, Northwood; and Division III Group Grand Prize Winners are Amelia Fertitta and Paityn Glass, Captain Shreve.

West Shreveport Elementary and Central Elementary Choirs. Choirs from West Shreveport Elementary and Central Elementary sang *America the Beautiful* for the board and audience. Vera Burns and Pat Brazil are the choir directors.

Cora Allen Essay Contest Winners. Mr. Mainiero announced that Caddo Public Schools celebrated the 1st Annual Cora M. Allen Day on March 7, 2012 and students across the district were given the opportunity to write an essay about the life and accomplishments of Mrs. Allen. The following students were recognized: Honorable Mentions are Michael Schmidt, Caddo Middle Magnet; Tysen Hardman, Caddo Middle Magnet; and Tyra Brown, Keithville Middle. First place winner is Alysia Cannon, Donnie Bickham; Second place is Penelope Preimesberger, Donnie Bickham and C-Airra McKay, Oil City Magnet, third place.

Caddo Career & Technology Skills USA Gold Medal Winners. Mr. Mainiero explained that Skills USA is a national organization serving a quarter-million secondary students enrolled in technical, skilled, service and health occupations. Fifty-eight students from CC&TC competed in the state contest and brought home 21 First Place Gold Medal awards. The following students will travel to Kansas City, Missouri in June to represent Louisiana in the National Skills USA championships: Jalen Adams, Nurse Assisting; Emmanuel Sims, Extemporaneous Speaking; Jasmine Hale, Health Knowledge Bowl and Medical Math; Caleb Killer, Health Knowledge Bowl and Medical Terminology; Shaquita Johnson, Health Occupation Portfolio; Jacob Soenksen, Health Knowledge Bowl; Amanda Hovis, Health Knowledge Bowl; Tymothy Hensley, Dental Assisting; Sean Woodfork, Job Skills Demo A; Cody Fowler, Precision Machining; Tiffany Haines, Culinary Arts; Colby Murphy, Collision Repair Tech; Virginia Young, Automotive Service Tech; Brady Howard, Technical Drafting; Camden Nahorniak, Architectural Drafting; Geordi Thomas, Advertising Design and State Pin Design; Jacoya Brayboy, Commercial Baking; and Shatamber Wade, State T-Shirt Design.

Southwood Lady Cowboys Basketball Team. The Southwood “Lady Cowboys” basketball team was recognized for winning more than 30 games this season; the 19th straight year Southwood has accomplished this feat. The Southwood girls were also the undefeated 1-5A District Champions with a 10 and 0 record, and were undefeated going into the State Championship game against Lafayette. This season marked the 14th time in the past 18 years Southwood has played in the State Championship game.

Byrd’s Girls Tennis Doubles Team. Avery Bryan and Molly Layton, Byrd High School, were recognized as the undefeated girls’ tennis doubles team regional and state championship winners.

Byrd’s Track Team. Christian Willis, Nicholas Peoples, Tony Griffin and Hanoj Carter, members of the 4 x 100 and 4 x 200 relay teams, were recognized for winning the Regional and State Championships. Nicholas Peoples also won Regional Champion in the triple jump; and Hanoj Carter was the Regional and State Champion in the 100 and 200 meter dash, anchored the Regional & State Champion 4 x 100 meter relay, and Regional Champion and State runner up in the 4 x 200 meter relay. Hanoj was also selected as overall MVP in the Class 5A competition.

Teacher of the Year. The following teachers were recognized as Teacher of the Year district winners: (1) Elementary – Phyllisia Mason-Hollins, South Highlands; (2) Middle – Toccara Williams, Walnut Hill; and (3) High – Eunhee Choi, Woodlawn Leadership Academy.

School Nurses. In conjunction with recognition of school nurses on May 9th, Caddo Parish Public School Nurses were recognized for their vital role in the educational process and health and well-being of Caddo’s school children. Bridget Causey is the supervisor of nurses.

Louisiana Professional School Counseling Model. Michael LeFort, school counselor for 39 years, shared with the board the important role of school counselors and the impact they have on a student’s life and education. He said professional school counselors are certified licensed educators trained in school counseling with unique qualifications and skills to address the needs of all students in three major domains: academically, personal/social, career. He said school counselors also implement comprehensive data-driven counseling programs that promote

enhanced student achievement; and State Superintendent John White has placed them in an accountability position beginning this school year in the fall. Mr. LeFort explained that school counselors maintain a vital role in maximizing student achievement by incorporating leadership advocacy and collaboration, promoting equity and accessibility in all services and a safe learning environment. He also stated they work to safeguard the human rights of members of the school community, collaborate with other stakeholders to promote student achievement, and address the needs of all students through prevention and intervention programs, as well as participate in the development of school counseling programs based on the Louisiana School Counseling Model. This model is available via the Louisiana Department of Education's web site, and the framework of the program is where the foundation, beliefs and philosophies, statements relative to each school and a mission statement are created, as well as Core standards addressed. In the delivery system, he stated there is a counseling system which counselors should intermittently be able to deliver classroom instruction in small group lessons. Individual planning and establishing personal goals with students is carried out by counselors as well as responsive services if necessitated issues develop along with the needed support and training. Mr. LeFort also highlighted organizational tools used for the management systems, agreements in place with administrators, advisory councils, data used for systemic change, action plans for prevention and intervention services, and use of calendars as an information means, holding that 80% of a school counselor's day is in direct service with students. He stated that the key question when looking at what counselors do is "how are students different as a result of what school counselors do"? While counselors were once reactive, they are now proactive; they were once processed based, they are now results based; and they once provided services, but now they impact data. He said the goal is to get students ready for college and careers and to empower counselors to get them ready. Mr. LeFort added that counselors should have a direct impact on influencing attendance rates, test scores, discipline, standard scores, etc. and highlighted steps in the strategic planning tool for impacting achievement by impacting the following areas: (1) higher test scores, (2) reduced discipline problems, (3) decrease absenteeism, (4) increase graduation rates, (5) lower dropout numbers, (6) increases SPS scores, (7) attain more IBCs, (8) improve secondary enrollment, (9) more informed parents; (10) having students college and career ready; and (11) close achievement gaps for all students. Mr. LeFort encouraged the board to support the shift in the school counselor's role and have them heavily involved in impacting student achievement and being a vital part of that process since 50% of their evaluation will now be based on just that.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced the following newly appointed Caddo administrators: (1) Jenifer Skrockie, assistant principal, Ridgewood Middle School; and (2) Judy Fair, School Improvement Monitor. Ruby Scroggins, current principal at Eddie Jones West Shreveport, will assume the principalship at the new J. S. Clark Elementary School; and Eric Hill, current principal at Central Elementary, will assume the principalship at Caddo Heights Elementary.

Recess. President Riall called for a brief recess at approximately 5:23 p.m. and the board reconvened in open session at approximately 5:38 p.m.

VISITORS

Karen Othought, Kindergarten teacher at University Elementary, addressed her concerns both as a teacher and parent regarding the rationale for increasing the number of students in Kindergarten-1st grade classes to 26, and this should not be one of the ways to balance the budget. With Kindergarten and 1st grade teachers building the education foundation for these children by teaching with a hands-on approach and small group instruction, she believes a classroom of 26 students would no longer provide these small group opportunities. Ms. Othought also stated that implementation next year of the new Core Curriculum and a portion of their pay being based on student performance, she believes the logical move would be to decrease class size and not increase it. Increasing class size, she believes, will be a move that

will set up teachers and students for failure. She stressed increasing the class size takes away the teacher's effectiveness and 26 kindergartners is not a reasonable expectation. She encouraged the board to keep the student teacher ratio as it currently is and not change it.

Donald Johnson, employee of Caddo Parish Public Schools, addressed the board on a workers' compensation claim from 2002. He further stated that when he returned to work, he injured himself again and applied for disability retirement, which fell through. He said he believes there were some discrepancies in his settlement claim and asked that the staff look into his situation.

Jon Glover, Caddo School employee, stated that at the May 1st meeting a number of budget issues were discussed; and she believes the concerns shared caused a balanced budget to become unbalanced and asked what happened? She asked for clarity on why we continue to participate in items that plague the budget and its current position: (1) out of state travel, (2) A/B scheduling, (2) Byrd's parking lot, (3) SunGard system, and (4) impending adoption of an outside agency to run the alternative program. She encouraged the board to take into consideration who will be affected in each of these areas as well as the costs for each and make their decisions based on what is best for children.

Amelda King asked the board to consider that 91% of the children in alternative schools are below poverty level and she is concerned for these students being in a ½-day program and then released to be on the streets. She said research indicates that when kids are on the street, gang affiliation, drug use, teenage pregnancy and violence will all increase, and asked the board to consider this when making a decision.

Annetta Garner, Caddo employee, asked the board to carefully consider its decision to privatize alternative schools because turning over the schools to a private company is not the solution to addressing alternative education. She stated she believes there is enough expertise in Caddo Parish to develop an effective and efficient model for alternative education and questioned why the board would consider paying someone else to do for the district what we can do for ourselves and do a better job. Ms. Garner added that turning the alternative schools over to a for-profit company is synonymous to turning public schools over to charter and private schools and noted the board's opposition at the last meeting to this move. She encouraged the board to carefully consider the challenges faced by alternative schools, the various reasons students are referred to alternative schools and what the teachers and administration address on a daily basis. As educators at the alternative schools, she shared their concern about the future of the students on their campus and the unanswered questions in the proposal, i.e. what will middle school students attending school ½ a day be doing the remainder of the day, how long will it take high school students to get out of school if they are only in class four hours a day and are already behind in credits. Ms. Garner asked to receive data on districts the size of Caddo that have demonstrated success once they return to the regular school program.

Steven Jackson, addressed Byrd's parking and his concern that the board is considering spending \$60,000 for a temporary fix to this situation. He asked if the board has exhausted every possibility to reduce the parking problem versus investing this kind of money in a temporary solution. Mr. Jackson also stated that a request was recently brought forth to fix the playground at Atkins, but the response was there was no money. He said magnet schools are an option; and if students are driving across town to attend Byrd, this is a luxury and should not be for the board and taxpayers to financially support. He added if we are investing in the neighborhood schools, there should not be a need for someone to drive to school. Mr. Jackson encouraged the board to make sound, fiscal decisions and to vote no on this proposal.

Blake Jones, student at C.E. Byrd, shared his good learning experience at Byrd despite the parking issues. Despite the solutions presented for the parking issue, i.e. putting more students on the bus, capping the number of students in the magnet program, he noted there are many

students riding the bus to school. Many students that drive to school do so because of extracurricular activities after school, i.e. sports, band, clubs. He also stated he doesn't believe putting a cap on the number of students in the magnet program is fair to students who want to participate in the program at Byrd. He encouraged the board to continue to put money in the capital projects budget for parking to assist in providing ample parking spots for Byrd students.

Britney Roberson, student at C.E. Byrd, addressed the board on the Byrd parking issue and encouraged the board to support providing ample parking for the students at Byrd, the same as is provided for other schools in the district.

LeeAnn Anglin, parent of a Byrd student, addressed the board in support of all students in Caddo Parish and encouraged the board to carefully consider the need for parking at Byrd. She said it is the School Board's responsibility to make certain all the schools' fiscal plants are safe and up to date, and these needs are addressed out of the capital budget. She said she believes the capital projects budget has ample money for providing a long term solution to this over 30-year problem, and she encouraged everyone to help one another and lift up our schools.

Daryl Roberson, president of the Caddo Association of Educators, questioned the importance of issues such as Byrd's parking and adjusting Byrd's attendance boundaries to include Loyola, because of the amount time spent discussing these items at the May 1st work session. He said he is also puzzled because after the superintendent made his presentation on the proposed alternative schools, six or seven minutes, there was not the same amount of discussion on this item as it was on the others. He said this directly affects the education of some of Caddo's most challenged students; and while alternative education is an important component in Caddo's education program, and is in need of restructuring, he doesn't understand giving it completely over to Ombudsman. With many, many unanswered questions, he said he is not convinced that board members have all the information they need to make a decision that is in the best interest of all the students. He also noted that this item was placed on consent, which disallowed any further discussion; and unless it is pulled for discussion and properly addressed, he questions how we can be sure this is not another for-profit company coming to Caddo Parish. He encouraged the board to carefully consider and discuss all aspects of any company from out of town coming in and managing any of Caddo's services and the long term effect of this decision.

Jackie Lansdale, Red River United, stated she has already begun to see effects of Governor Jindal's Education Reform in Caddo, i.e. principals becoming bold in their new found power in Act 1 of 2012, and shared with the board what a principal shared with teachers at a recent meeting. She said while board members may no longer have the power to hire and fire, they are still in charge of policy making. Mrs. Lansdale explained that if the student's growth or quantitative portion of the evaluation is deemed ineffective, the teacher will be rated overall ineffective; yet, on the other side of the evaluation, if the teacher is considered ineffective, the teacher has the opportunity for a second evaluation. Mrs. Lansdale also noted that tenured teachers will lose their tenure only if they are deemed ineffective and that these are areas in which we can develop and define roles and responsibilities that are guided by policies. In creating policies, she encouraged staff to bring in the stakeholders for their input and define basic constructs, i.e. when will teachers receive the observation and evaluation procedures; establish a minimum number of evaluations and observations in the school year, and insure that the appropriate personnel is conducting evaluations and that the teacher knows who that person will be. She added that guidelines and trainings for administrators should be in place, as well as deadlines established for informing teachers of their effective status. Mrs. Lansdale said that Act 1 of 2012 states that teacher pay raises will be based on the effectiveness as determined by the evaluation results, content for license and experience, with teachers who go above and beyond being rewarded. She noted that none of this money is coming from the state and the district has not seen an increase in four years, so it will be up to the local district to create a process and pay scale and encouraged the board to come together with others to devise a structure that promotes

not only a healthy work environment, but also a healthy learning environment. Mrs. Lansdale said the importance of working conditions, morale, fairness, respect, safe work sites, administrative support, supplies provided, enforcement of discipline are all reflected in study after study if we are to experience positive results in student achievement. She encouraged the board to stand together as one school system in one community in every decision it makes.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MAY 15, 2012 CPSB MEETING

Superintendent Dawkins announced that Hamilton Terrace should be removed from consideration of rewiring for security cameras under Item 7.03. He also asked that 8.10 “Alternative Schools” be pulled until legal questions, regarding special education due process issues, are answered. Mr. Rachal asked that this remain on the agenda so questions can be asked. Mr. Abrams reminded the board that if an item remains on the agenda, there must be a motion on the floor to discuss it. Mrs. Crawley asked that 8.02 be postponed until June, Mr. Hooks asked that Item 8.01 be pulled and he will bring it back, and Ms. Priest asked that Item 8.03 be pulled. Mrs. Crawley also asked that 8.19 “Request from the State for a Waiver from Implementing Teacher Evaluation Program Until Alternative Evaluation for Teachers using TAP Program is Studied” be moved to Superintendent’s Report. Dr. Dawkins highlighted the remaining items for the board’s consideration and the board president recommended Items 6.02, 6.03, 6.05, 7.01, 7.02, 8.04, 8.06-8.07, 8.09, 8.11-8.12, 8.14-8.16 and 8.20 as the consent agenda.

Mrs. Bell moved, seconded by Ms. Priest, to accept the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board’s consent agenda action.

Item No. 6

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

Certified

Catastrophic Leave, May 18, 2012 (noon) – May 31, 2012 (noon)

Teresa Raschke, Teacher, Ridgewood Middle School, 22 years

Catastrophic Leave, April 4, 2012-May 16, 2012

Teacher, Woodlawn High School, 14 years

Classified

Catastrophic Leave, March 16, 2012 (p.m.)-May 4, 2012

Cynthia Babson, Bus Driver, Transportation, 27 years

Leave Without Pay

Toriano Williams, Teacher’s Aide, Woodlawn Leadership Academy, 2 years

6.03 Personnel Transactions Reports. The personnel transactions reports for the period of March 21, 2012 – April 20, 2012 were approved as recommended by staff and submitted in the mailout.

6.05 Out of State Travel (General Fund). Requests for out of state travel paid from the General Fund were approved by the board as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Purchasing. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) The Band House, totaling \$12,069.46; Interstate Music, totaling \$1,485.00; DF Music Enterprise, totaling \$8,698.00; K&S Music,

totaling \$957.00; and Washington Music Center, totaling \$6,139.00 for the purchase of Musical Instruments for the Music Department. (2) US Games, totaling \$69,736.01 for the purchase of Physical Education Equipment for PEP Grant. (3) Shreveport Gymnastic Supply Co., Inc., totaling unit price of \$104.20 for the purchase of Student Uniforms for Title I Homeless Program. (4) Harrison Paint Co., totaling \$15.00 per gallon for Semi-Gloss Exterior; Sherwin-Williams Co., totaling \$15.99 per gallon for Gloss Enamel Alkyd and Caddo Paint Company, totaling \$17.45 per gallon for Bulls Eye Latex Primer for the purchase of interior and exterior paint. (5) Conspicuous Designer Fashions, LLC, totaling unit price of \$46.00 for upholstering bus seats. (6) Fire Sprinkler Services, LLC, totaling \$14,690.00 for inspection and repair of sprinkler systems. (7) Unity Education Resources, totaling \$1,557.54 and Tiger Direct, Inc., totaling \$119.53 for the purchase of marker boards and bulletin boards. A copy of the bid tabulation sheets is filed in the permanent file for the May 15, 2012 meeting.

7.02 Ag Lease with Walnut Hill. No bids were received and staff will rebid at a later date.

Item No. 8

8.04 Request for Auditing Department to Survey SunGard System. The board approved the Auditing Department survey of SunGard users in all departments concerning the improvements and challenges in dealing with the new system, that the Auditing Department analyze the SunGard contract and all additional and recurring costs pertaining to the system, and that the results of the survey be reported to the board.

8.06 Proposed Truancy Policy Re: Parent Responsibility for Students Missing School and Discipline. The board approved that the Discipline Review Committee review the penalty provisions for truancy offenders and that the penalties for parents and students be published in the Student handbook and on the website.

8.07 Move Loyola Within Byrd's Attendance Boundaries. The board approved modifying C.E. Byrd High School's attendance zone to allow Loyola High School to be located within the attendance boundary of C.E. Byrd High School as presented in the mailout.

8.09 Resolution Calling for a Tenure Hearing for Tenured Bus Driver. The board approved the resolution calling for a tenure hearing for a tenured bus driver as recommended by staff and submitted in the mailout.

8.11 Adoption of Policy DIBA (ARRA Reporting Policy). The board approved the proposed Policy DIBA (ARRA Reporting Requirements) as recommended by staff and submitted in the mailout.

8.12 Approval of Sales and Use Tax Commission 2012-13 Budgets. The board approved the 2012-13 Sales and Use Tax Commission budgets as recommended by staff and submitted in the mailout.

8.14 General Fund Budget Revision. The board approved the proposed revision to the General Fund budget as submitted by staff in the mailout.

8.15 Request for use of School Buses. The board approved the requests for uses of school buses as recommended by staff and submitted in the mailout.

8.16 Proposed Revision to CPSB Policy KG. The board approved revisions to CPSB Policy KG to include Lee Hedges Stadium in the CPSB Policy Manual under KG (Community Use of School Facilities) as a stand-alone facility with separate rental fees as recommended by staff and submitted in the mailout.

8.20 Approval of Resolution Adopting Reapportionment Plan for CPSB. The board approved the resolution adopting Reapportionment Plan 15 for the Caddo Parish School Board as submitted in the mailout.

CONSTRUCTION/CAPITAL PROJECTS

Mr. Ramsey moved, seconded by Ms. Trammel, to approve the bid recommendations as recommended by staff and submitted in the mailout on the bid tabulation sheets, with the exception of Hamilton Terrace. Vote on the motion carried with Board member Rachal opposed and the following bids were approved. (1) KAN Contracting, Inc., with a Base Bid for the sum total of \$136,400 for Project 2012-203, "Captain Shreve Title IX Compliance"; (2) J.D. Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$771,000 for Project 2012-QB2G, "Data Wiring Security Cameras at Oil City, Mooringsport, Timmons"; (3) J.D. Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$577,000 for Project 2012-QB2I, "Data Wiring Security Cameras at Stoner Hill, Alexander, Creswell"; (4) J.D. Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$817,000 for Project 2012-QB2H, "Data Wiring Security Cameras at Walnut Hill, Southwood, Turner, Herndon"; (5) Carter Construction, Inc., with a Base Bid, for the sum total of \$473,568 for Project 2013-202, "Queensborough Vertical Accessibility"; (6) Johnson Controls, Inc., with a Base Bid, for the sum total of \$394,000 for Project 2013-301, "Booker T. Washington Building Controls"; (7) The Payne Company, with a Base Bid, for the sum total of \$298,000 for Project 2013-303, "Green Oaks Building Controls"; (8) The Payne Company, with a Base Bid, for the sum total of \$412,000 for Project 2013-304, "Southwood Building Controls"; (9) Fitzgerald Contractors, LLC, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$472,700 for Project 2013-306, "Northwood Building Controls"; (10) The Payne Company, with a Base Bid and Alternate 1, for the sum total of \$413,000 for Project 2013-305, "Woodlawn Building Controls"; and (11) Johnson Controls, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$595,000 for Project 2013-302, "Captain Shreve Building Controls". A copy of the bid tabulation sheets is filed in the permanent file for the May 15, 2012 meeting.

PROCEDURES FOR STAFFING K-3 CLASSES

Mrs. Crawley moved, seconded by Mr. Hooks, to keep the procedures for staffing K-3 classes at a fixed pupil-teacher ratio as it was for the 2011-12 school year. Mrs. Crawford asked about the teacher difference in adding these positions back in the budget? Mr. Lee said it will cost approximately \$2 million for approximately 30 positions. Mrs. Crawford moved, seconded by Ms. Priest, to approve staff's recommendation but add paraprofessionals in the classrooms that reach 23-25 students. Mrs. Crawford said the numbers shared at the work session were less than Mr. Rachal's 22; and if we do this, we can add paras to these classrooms without adding an additional \$2 million to the budget. The paras are great assistants to the teachers; and at this time, we do not know how many classes will be at these numbers and need an aide. Mr. Lee stated the cost for each paraprofessional would be approximately \$16,000-\$17,000 plus benefits.

Ms. Priest stated she seconded this motion because in the budget work session the board received handouts from all the schools; and in looking at the ratios and estimated number of students, there are three schools that exceeded the allotment (Cherokee Park, Timmons and one additional school) and the remainder were in the appropriate range. She said she doesn't believe adding, across the board, another teacher at this time is the prudent option, but she concurs with adding paraprofessionals to assist teachers in classes that have a higher number of students.

Mrs. Crawley said this idea surfaced several times during the budget work sessions; and in talking with teachers at University, she learned that the Kindergarten teachers at University have 24 students in the classroom, and an aide could be more problems than the extra children because

they are not degreed people. They do not take the place of a teacher and she believes it to be insulting to say you can replace a certified teacher in a class with a classroom aide.

Miss Green asked Mrs. Crawford if she understands correctly that every time a class size exceeds the allotted number an aide should be placed in the classroom. Mrs. Crawford said that is correct for classes larger than 22 students (23-25). Mrs. Crawford said she is not suggesting that aides take the place of classroom teachers, but she is attempting to offer a compromise.

Mrs. Bell said it is upsetting to her to hear someone say that paraprofessionals are not certified; because a couple of years ago, all paraprofessionals had to return to class and receive certification. She added she believes there is a need for paraprofessionals, and she agrees with the substitute motion because paraprofessionals will not be teaching, but assisting a teacher. Mrs. Bell noted the times parents also assist in the classroom, and she believes paraprofessionals should be added to assist a teacher whose class size is larger than 24.

Mr. Lee said to implement the substitute motion would require 90 aides and would cost approximately \$2 million and cited an example of how this staffing allotment works.

Mr. Rachal asked if he understands correctly that if the change is implemented it means decreasing the number of Kindergarten and 1st grade teachers by 36. He referenced the use of paraprofessionals when exceeding the allotted number in each class, and the number of classes he figured would be over the 22 students and asked staff to provide him with a number of teachers. Noting that University Elementary has 129 Kindergartners, he asked if the number is increased to 26 students to a class, will it mean there will be an additional teacher. Mr. Lee clarified why this is not a clear scenario. Mr. Rachal asked if there are other areas in the budget in which funds could be used for this, i.e. Title I funds? Mr. Abrams reminded the board there are certain areas in which Title I funds cannot be used, and one of them is that a number (size of the classroom) cannot be reduced to save General Fund dollars. Mrs. Parker reiterated that Title I money can only be used in Title I schools and cannot be used to supplant. Referencing University and the number of kindergarten students, one will not know how many kindergarten students there will be until they show up; and if the board approves the motion on the floor, an aide will be added to a class if there are more than 22 students, and the General Fund must pay for that expenditure because University is a non-Title I school. Mr. Rachal stated he does not want to put this on the Kindergarten and 1st Grade teachers and asked the superintendent to revisit other options in the budget to fund this. The superintendent explained that staff has explored most of the options and will continue to look at it; however, it is a \$2 million question that will need to be addressed. Mr. Rachal asked about the options staff did look into and the superintendent responded that staff looked at options in every area, i.e. the alternative option.

President Riall announced that Mrs. Crawford wishes to pull the substitute motion and Ms. Priest agreed to pull her second. Mr. Rachal stated he believes this item needs to be postponed until the superintendent and director of finance have an opportunity to look at everything in the budget and that we have done all we can to keep our Kindergarten and 1st grade teachers. *Mr. Rachal moved, seconded by Mrs. Crawford, to postpone action on this item.* Mrs. Armstrong asked if Title I funds can be used to employ teachers and paraprofessionals for classrooms? Mrs. Parker said they can for Title I schools. Mrs. Armstrong asked if, relative to paraprofessionals, can they be pulled from other areas where a school could not get a substitute and used as a substitute or in a critical needs area? Mr. Riall reminded board members that comments should only be to postponing this item. Mr. Pierson said he believes most principals want to address their staffing needs as early as possible. Ms. Priest called for a *Point of Order*, and President Riall again reminded board members that comments should be specifically toward postponing this item. Mr. Pierson asked how pulling this item will affect what we really need to be doing for staffing schools? Dr. Dawkins agreed with Mr. Pierson and the sooner staffing information gets to the schools the better and delaying action today delays the process approximately two weeks. Mr.

Pierson added that if the item is to be postponed, he encouraged board members to gather all necessary information needed in order to make a decision and move forward.

Mr. Abrams clarified that the superintendent has advised the board that staffing will be determined at 22:1; and if class size goes over that, the school would not get another teacher. He further stated that the proposal submitted by Mrs. Crawley would add another teacher if you get past a certain ratio. The process is not stopped, but it may mean another teacher if the enrollment dictates. Mrs. Crawley stated that principals are already telling Kindergarten teachers they do not have a job and she has asked staff since the beginning of the budget discussions to bring another \$2 million cut that was not in the classroom. She said this is why Mr. Ramsey very wisely did the A/B Block even though she did not like the change in how staffing is done; but the board will not receive a recommendation for a different \$2 million until it states its priority is to have a maximum of 22 students in a Kindergarten or 1st grade class. She encouraged the board to vote to stay the way it was implemented last year. She said there are too many conflicting directions and she doesn't believe it needs to be postponed because staff will not bring the board an alternative until we tell them the board's priorities. She encouraged the board to make a decision now on how many students we wish to have in Kindergarten and 1st grade classes.

Miss Green agreed with staff and her belief that staff desires to get busy with staffing as soon as possible. *Mr. Ramsey moved to call for the question to end debate on all motions on the floor. Vote on the motion to end debate carried unanimously.*

Vote on the substitute motion to postpone failed with Board members Riall, Priest, Crawford and Rachal supporting the motion and Board members Green, Pierson, Crawley, Hooks, Trammel, Ramsey, Armstrong and Bell opposed.

Vote on the main motion to keep the formula as it was in the 2011-12 school year carried with Board members Pierson, Priest and Bell opposed and Board members Riall, Green, Crawley, Hooks, Trammel, Crawford, Rachal, Ramsey, Armstrong supporting the motion.

RESOLUTION RE: OIL, GAS AND MINERAL LEASE (KIRBY OIL COMPANY)

Mrs. Bell moved, seconded by Mr. Ramsey, to approve the resolution for the Oil, Gas and Mineral Lease as provided on BoardDocs.

David Kirby addressed his proposed lease with Caddo Parish Schools and attempted to clarify his lease. After sharing his history in the Caddo Parish Public Schools, he shared with everyone about the land he owns adjacent to property at Hosston, and that over the years he has drilled shallow stripper wells which are incapable of making 10 barrels or more a day, and over time these wells have a declined curve and go down gradually. He reported he also has wells that will make four-five barrels when they are six months old and traditionally wells at one to two years will produce approximately one to two barrels a day. Along with this, it will also make at least 100 to 200 barrels of salt water. With these wells pumping 24 hours a day, Mr. Kirby shared that his monthly electric bill is between \$45,000 and \$50,000 a month; and these wells are not low maintenance wells. Mr. Kirby said at this time, he has no wells adjacent to CPSB property; and he plans to develop a community park on the Hosston property he recently purchased, and he does not want any drilling on this 10.2 acres. He also shared with the board his arguments for not agreeing with the 25% royalties to the school board.

Mr. Rachal stated that last month he approved something to go to the Mineral Board and asked why was it not sent in? Mr. Abrams responded that when someone requests something to go to the Mineral Board, they generally are the ones that present it to the Mineral Board at their expense, and not the Caddo Parish School Board staff. Mr. Rachal asked if he understands that it is common practice when the board approves something, we are not the ones that present it. Mr.

Abrams said that is correct and cited when Chesapeake made their requests, their staff got it on the Mineral Board's agenda. Mr. Rachal expressed his appreciation to Mr. Kirby, but last month he presented something to the board that was approved and he is not changing his vote at this point. He stated his understanding of Mr. Kirby's negotiations and wanting to keep the additional 5%, but he too wants it for the board and the \$2,000 an acre; and if it goes to the Mineral Board at \$2,000 and is not approved, the board can resubmit it.

Mr. Ramsey stated even though he thought this was confusing when discussed at last month's meeting, he supports the motion today because of the new information brought forth and the community development effort which he believes will help this small community and area.

Mr. Riall explained that he is the one that brought the item back for the board to reconsider and he did so after doing some research and learning that for many years the going rate for these type wells was \$50-\$75 an acre; and when the Haynesville Shale came into play, the rate increased to \$1,000 an acre, which is now the going rate. He also stated that after talking to many in that area, he learned that no one can afford to drill a horizontal well at 75% rather than the 80%. Mr. Riall further explained that the motion brought for the board's consideration is to establish the amount at \$1,000 and 20% royalty. Mr. Abrams clarified that the board is not leasing at this point, but is approving a resolution stating the board would like to lease the property at a minimum of \$1,000 an acre and 20% royalty; and the Fair Market Value will be established by the Mineral Board by advertisement and by bids.

Vote on the motion carried with Board member Rachal opposed.

ALTERNATIVE SCHOOLS

Mrs. Bell moved, seconded by Curtis Hooks, to postpone this item until a special meeting on June 5th. Mr. Rachal asked if a representative will be at this meeting? Dr. Dawkins said he will have someone at the June 5th meeting. Mr. Rachal also asked that the superintendent provide him with the rationale for this recommendation so everyone will be on the same page. Mrs. Bell said there was a lot of information sent out as well as answers to many questions asked by the board at the work session. Vote on the motion to postpone until June 5th carried unanimously.

SALE OF RODESSA PROPERTY

Tim Graham explained that bids were opened on Friday and the only bid received (\$2,500) did not meet the minimum requirement of \$22,000. *Mrs. Bell moved, seconded by Ms. Priest, to reject the bid on the Rodessa school property as recommended by staff. Vote on the motion carried unanimously.* When asked what the next step should be, Attorney Abrams explained the board could re-advertise with minerals to see what bids might be received. *Mr. Ramsey moved, seconded by Ms. Priest, that the CPSB advertise the sale of property along with the mineral rights.* Miss Green asked about the recommendation to sell the mineral rights and Mr. Riall responded that at this point these properties are not salvageable and are an extreme liability to the district, as is the expense to demolish, thus liquidating the property is the better option for the district. Miss Green stated she will support the motion, but disagrees with selling the mineral rights since you do not know what could happen in the future. Mr. Pierson asked if the starting required bid will be the same, and Mr. Graham explained that the appraisal will be updated. Mrs. Bell asked if it is possible for the board members to take a field trip to see the land owned by the CPSB? *Vote on the motion carried unanimously.*

RESOLUTION OF LEVEL IV GRIEVANCE

Mr. Ramsey moved, seconded by Mrs. Bell, to accept staff's recommendation at Level III. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Status of Energy Conservation Procedures. Superintendent Dawkins reported that information was sent to board members and staff is looking at various companies who will be providing a response as to what they can do in this area.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley stated that in her earlier statements regarding paraprofessionals, she did not intend to be derogatory toward any employee, but only wished to clarify that paraprofessionals are used for substitutes at times and it causes chaos in a classroom when a teacher is expecting an aide to be in the classroom and conduct certain tasks and then they are sent to do other things.

Miss Green expressed congratulations to Ezra Johnson, Green Oaks and Green Bay Packers, whose jersey was recently retired.

Ms. Priest asked that staff aggressively look at forming partnerships with the Caddo Bossier Port, Chamber of Commerce and the North Louisiana Economic Development Program, et.al., to develop a qualified pool of employees through the K-12 system for entry level positions for jobs to create skilled employees. She said there are companies locating into this area and we are not necessarily preparing our students for entry-level jobs who will not be attending college. With 20 plus companies at the Port, she stressed the importance of preparing our students for those jobs.

Ms. Priest also asked that staff maintain and routinely groom the Bethune campus as it sits at the entrance of a maintained neighborhood.

Ms. Priest also requested information prior to the June 5th meeting regarding the alternative schools that includes pupil teacher ratios, special certification for staff working with students who have been expelled, as well as enrollment and School Performance Scores.

Mrs. Armstrong noted her understanding of the district's financial status and the inability to give salary increases to employees; however, she proposed and asked the superintendent to consider in lieu of raises, that all employees be released for Thanksgiving week, which will also bring a savings to the district by closing the facilities.

Mr. Hooks expressed appreciation to Mr. Roberson and Mrs. Lansdale for participating in his town hall meeting. He also announced that Queensborough will host an Open House on Thursday, May 24th, for its summer program, from 1:00 to 5:00 p.m. This program is being offered for students attending Lakeshore, Queensborough, Judson and possibly BTW.

Mrs. Bell expressed appreciation for support of the Truancy Policy and asked that the Discipline Review Committee meet as soon as possible to consider the revisions and add them to the Student Handbook to be distributed at the start of school. She also asked that staff schedule a press conference with all parties involved before school begins to stress the seriousness about enforcing this policy.

Adjournment. *Mr. Rachal moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:55 p.m.*

June 5, 2012

The Caddo Parish School Board (CPSB) met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, on Tuesday, June 5, 2012 immediately following the Executive Committee Work Session with President Steve Riall presiding and Board members Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell present representing a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The invocation and Pledge of Allegiance were omitted.

PUBLIC HEARING ON 2012-13 CONSOLIDATED BUDGET

Jackie Lansdale, president of Red River United, shared her belief that we are in a much better position with the budget this year versus this time last year considering the unfunded mandates placed on the districts and no increase in the MFP dollars. She also noted other things that contributed to this, i.e. not supporting the Roll Forward, not supporting a bond proposal, not opening up to the possibility of a sales tax. In order to continue to operate a sound school system, Mrs. Lansdale reiterated the importance of talking to the public about these needs. With employees not receiving a pay increase in four years, she believes the Board is asking them to do more with less, and noted the many times she has come before the board in support of the \$200 M&S for the teachers to help them provide what is needed for the students in the classroom. She encouraged them to support this once again; and if teachers are not taking advantage of this \$200, ask them why they are not. She also recommended that the Board give teachers \$100 each for M&S in the fall; and if they need more, to reassess at mid-term the feasibility of providing them the remainder. Mrs. Lansdale also encouraged the board to open up because the law is now saying they must do another salary structure and asked the Board to look at models of possibilities. She said there is a huge chasm of students not being reached; and if we believe in public education, she believes the Board will consider these issues.

VISITORS

Dr. Phyllis Leone, employee, shared with the board the importance of board members being cautious in their comments during public meetings because sometimes words can be distasteful and insensitive, as well as hurtful. Dr. Leone stated that as an employee serving children with special needs for 40 years in Caddo Schools, she reminded the Board of the influence and leadership they collectively exert over the community, schools, employees and most importantly the children of the District. She reminded the Board that the standard for the way of thinking begins with the Board and the Board's standard of conduct must exemplify the highest for all children if it truly wants Caddo to be the best school district for all the children. She also referenced when the Rights for Children with Disabilities was brought to the forefront and parents were afforded the same rights for their children with special needs as those students in the public schools (Section 504), because prior to this many were institutionalized, oscillated, separated, segregated and pushed to the margin of society. This act is known today as IDEA (Individuals with Disabilities Education and Improvement Act). She again reminded the Board it is attitudes that form the foundation of awareness, the belief system for Caddo Schools; and she encouraged the Board as it debates important issues relative to policies and budget approvals to choose words carefully, to rise to a higher level of consciousness, and to be ever mindful of the position Board members hold, the professional decorum exhibited and the power of the Board's words.

Darian Hill, student, asked that someone share with him the proposal for the alternative schools and what will happen to Hamilton Terrace. Mr. Riall responded that someone on staff will contact him regarding this matter.

Annetta Garner, employee, addressed the Board on the proposal for alternative schools in Caddo Parish. She asked that the Board not vote to outsource alternative education in Caddo Parish Schools. Ms. Garner again stated that they do not believe it wise to pay someone to do something that those in the District can do, and she believes both schools will be able to save money if the Board will do for them what they are considering doing for this outside company. While for profit companies provide a service, she said their goals are different than those of educators in that their bottom line is to make a profit. Not believing that this is the best option for the students in Caddo Parish, Ms. Garner encouraged the Board members to form a committee to study and reconsider not outsourcing this service, but give the employees the opportunity to study additional options. While they applaud the Superintendent and Board for looking at ways to change the District's alternative education, they believe those working in these schools have the necessary tools to develop successful programs needed.

Jackie Lansdale, Red River United, noted her respect for the superintendent and his willingness to make sure every child gets the opportunity to complete their high school education. Knowing that not every child can sit in a normal classroom because they bring to school with them many complexities and obstacles, she wonders if we have looked at every possible thing available to make sure they are successful. Mrs. Lansdale stated she has not had the opportunity to hear about this proposed program and encouraged the opportunity to explain this program to the public. She also questioned if these are the right people to put into place to address these needs, and noted that our obligation is not to save money, but to make certain we provide adequate education for every boy and girl. She encouraged the board to be transparent about this proposal and if employees will be laid off, to tell the truth and recognize the impact on the community in exchanging public employees for private employees. She asked for a public hearing on this program and encouraged the Board to postpone action on this item.

Jon Glover, employee, as a disclaimer, stated that her speaking here today, and any day, does not reflect on any employee of the Caddo Parish School System because she is speaking as a parent, a grandparent and a concerned citizen of Caddo Parish. She said that on numerous occasions a plea for equity of education for all students of Caddo Parish has been brought before the Board. She further stated that what appears to have resulted is the implementation of unfair practices that mirror destruction for minorities, specifically Blacks. She asked if Board members remember the monsters that made bumps in the night when they were small children and how afraid one would be and how parents comforted and gave us tools to overcome the monsters. Ms. Glover said these monsters were our enemies and now as adults, the same monsters have returned only to change their persona, and some do not recognize them because they have their own personal agendas that will either continue destruction of the educational system or bring about a new innovative change that will benefit every child in Caddo Parish. Ms. Glover stated that unification is the key that will insure that every child has the resources to enable them to be successful. She encouraged everyone that when the Devil rears his ugly head to fend him off with God's Word and protection. She said the Devil continues to do this; however, we are only continuing to sit idle and accept what is brought forth with no understanding. She added that this has occurred with the implementation of Vision 2020 Plan along with the new plan to overhaul the alternative program. Ms. Glover said the Caddo School System needs immediate attention, but cautioned everyone on the direction it chooses to take to reach that goal. She said the tools of diversiveness have risen and taken on a faith that few can recognize and to discern, one must prepare themselves. To reiterate, Vision 2020 and the outsourcing of the alternative program being instituted under the guise that a good plan is being presented yet it will only bring about further destruction of specific groups of minorities due to the lack of inoperable plans. She reminded the board that it will have to decide if we will sink or swim.

ALTERNATIVE SCHOOLS

Mrs. Crawley asked about the email that board members received relative to a presentation on Ombudsman and Mr. Riall announced it is a part of this agenda item.

Superintendent Dawkins announced that the board should have received information sent out on the Ombudsman alternative school option that outlines the services and proposed budgets. He reported that the budget has been thoroughly reviewed by Mr. Lee and the legal, contractual issues reviewed by Mr. Abrams and the programs/curriculum have been confirmed by Mrs. Turner, Mrs. Flowers and Mrs. Parker, et.al. He introduced the Ombudsman staff members present, Lisa Chitty and Esperanza Ross, and stated they will provide a presentation on the Ombudsman program as well as answer board members' questions. From the information sent to the board members, Dr. Dawkins stated that Caddo's Alternative Schools SPS scores were 2.5% for Hamilton Terrace and 33.8% for Academic Recovery, and that the cost for Caddo's alternative program is approximately three times the cost for students in regular school setting. He shared the current locations are at Hamilton Terrace and Academic Recovery and the proposal allows for continued work at the Academic Recovery site for middle school students and four other areas will be established to meet the needs of the children in Caddo Parish. Those things that immediately deserve the Board's attention include (1) Special Education accommodations with expert guidance from the Special Education Department; (2) positions retained in the budget to accommodate the programs at Rutherford House, Juvenile Court, (3) plans to address over-age 4th and 5th grade students, (4) accomplish this without any district lay-offs (employees may opt for something else, however, staff does not plan for any layoffs), and (5) provision of security, food service and transportation by the district. He reminded the board that seat time waivers were in effect for the past school year for Hamilton Terrace and all high schools have applied for seat time waivers this year, and he will meet with State superintendent John White on Wednesday relative to this matter. Dr. Dawkins also stated that immediate results of anything less than an affirmative vote will be a \$5 million addition to this year's budget.

Lisa Chitty stated the purpose today is to present information on the Ombudsman organization and to answer Board members' questions. She explained that the Ombudsman Program is an alternate path for students at risk all across the country that works with District partners to assist them in earning a high school diploma. Ms. Chitty announced that Ombudsman has been in business for 35 years and is new to the State of Louisiana. Ombudsman works with districts of all sizes, but the one thread that all have in common is each one has at-risk students; and if the opportunity is not offered to them to get out of school, they will end up dropping out of school. She said they take a strong approach to receive their accreditation through AdvanceEd, and in addition to the corporation having accreditation, each one of the sites operated also has accreditation. Ms. Chitty shared that their organization works with some of the most challenging students in the country and that they currently have an 89% success rate, which is an indication that students are graduating, earning credit and are able to return to their neighborhood district. She also stated they have an 81% attendance rate and how they insure the students are in school so they can teach them. Ms. Chitty reminded the board that in looking at the numbers, these are over-aged, under-credit students with discipline issues, they are truant, and they are Special Education. She also noted that 94% of the contracts are renewed each year, but challenges are present because of leadership changes, funding issues, etc. which may mean a District bringing the program in-house. Ms. Chitty also highlighted a key day in a student's life at Ombudsman and she shared with the board that a meeting is first held with the student and the student's parents to highlight the importance of the child completing his education. Four-hour sessions will be conducted so they can still get an education; and if a job or family situation needs to be addressed, it can be done; and this program has proven to be successful, and she shared with everyone a recent celebration of a student that had dropped out, but she returned to get her diploma. Students are also assessed so that staff is aware of where they stand when they enter the program.

Curtis Hooks asked Dr. Dawkins to clarify that if we do not accept this proposal there will be an additional cost to the parish. Dr. Dawkins responded that the budget implications will be an additional approximately \$5 million. Mr. Hooks stated that he checked with the Better Bureau and it is evident that this organization is flying under the radar if even on the radar at all. He said he was told Ombudsman has a school in Georgia, Arizona, Fresno, but no accreditation. Ms. Chitty stated that she is unsure where the data is, but Ombudsman Educational Services is a division of Education Services of America and Ombudsman is an accredited program and while it may not be listed as a school, it may be listed as a program within a school district.

Mr. Hooks stated that anytime he is shopping for something, he inquires about the rate, and Ms. Chitty stated that as a school entity, she is uncertain if a district would be listed under the Better Business Bureau as an accreditation body and suggested he look at AdvanceED which is the accrediting organization that can respond to a school or a program regarding their accreditation.

Mr. Hooks said he was told by an administrator at the Career Center that the district had a similar program in place in the 70's and it didn't work. He asked the superintendent to what extent has he looked into this company? Dr. Dawkins responded that he has looked at it over the past two years and was aware of the program when he was in Michigan. He asked if Dr. Dawkins found anything he has mentioned and the superintendent responded that he did not. Mr. Hooks said he also recently received something from the staff and asked why there are not any schools in Louisiana on the list. Ms. Chitty reiterated that they are expanding throughout the country, but are only expanding as fast as possible, allowing sponsorship and meeting with the various states on implementing these programs in each district. She said she believes it very beneficial for someone to know where they can get these credits, and to offer opportunities that will make it easy for the student to get to the sites. Ms. Chitty responded that the base headquarters is located in Libertyville, Illinois, just outside Chicago. Mr. Hooks asked if AdvanceEd is a private entity? Ms. Chitty responded that AdvanceEd is an accrediting agency, similar to SACS (Southern Association of Colleges and Schools). Mr. Hooks said he has nothing against Ombudsman; however, Caddo had a negative experience in the past, and it concerns him when he doesn't know whose hands Caddo's students will be in and Ms. Chitty assured Mr. Hooks that the students are Caddo students and they will stay Caddo students and Ombudsman will certainly look to hire from within the community as long as they have the qualifications and a passion for working with at-risk students. She also explained that the local district must approve of the staff that is hired to work with these students, because it is a true partnership, both working together to help Caddo's students. Mr. Hooks said he hears what she is saying, but he has sense enough to know that she is being paid to say what the board needs to hear. Ms. Chitty said while Mr. Hooks may feel that way, she loves what she does, having served as an educator, a teacher, principal, and if she didn't care about kids, she would not be doing what she is doing today. Mr. Riall ruled the questioning out of line. Mr. Hooks asked if Ombudsman will take 450 Caddo students and Ms. Chitty said that is what the proposal is for. Mr. Hooks stated that with these students being at-risk, he is concerned if they only attend class ½ a day, they will be in the streets the remainder of the time. Ms. Chitty explained that in past partnerships boards have expressed that concern, but one district partnership leader expressed that the students were not attending school anyway, so getting them to attend class four hours each day was a start, and their goal is to get the students at school, help them to embrace learning, make academic gains, feel good about themselves and want to come to school. Mr. Hooks said his problem is what will happen to the more than 450 students? Ms. Chitty responded that the goal of alternative education is if a student is sent for discipline, they work with the district to transition the student back to their home school. So even though you may be working with 450 students, it is highly possible you are actually serving double that number and hopefully will transition those back to their home school.

Mrs. Crawley reported that she has spent the past week looking up school boards and reading their minutes and it appears to her that they are not seeing different results. She highlighted calls to districts in the southern states served by Ombudsman and asked about Lamark Alternative School. Ms. Chitty explained this is a Texas district partner and they have in place DEAP, their District Alternative Education Program; and as she previously mentioned, there are sometimes challenges, i.e. change in leadership, funding issues. Mrs. Crawley asked if Ombudsman was used as a credit recovery program for 20-40 students in that district and the district did not continue the contract because they did not see any improvement? Mrs. Crawley said she also spoke with Caddo's legal counsel and was informed that the board will receive a recommendation in March as to whether or not Caddo should opt out of the program. Superintendent Dawkins affirmed that the board will receive a recommendation from administration and the contract will include an annual opt-out clause. Mrs. Crawley stated that she is asking that a recommendation come from the Auditing Department because she would like a very independent recommendation. Dr. Dawkins clarified that the Auditing Department cannot provide the board with an instructional picture. Mrs. Crawley stated her understanding, but she would like the number of students enrolled and participating. Ms. Chitty stated their goal is to always be transparent on the success of the student and would want to share performance evaluations with the board each semester. Mrs. Crawley stated she is only repeating suggestions of the three districts she visited with that had terminated contracts with Ombudsman this year.

She asked if Caddo will have an Ombudsman diploma and Ms. Chitty responded that this decision would be determined by the district. Mrs. Crawley asked if it is in the contract and Mr. Abrams shared with the board how this is addressed as an option in the contract. Mrs. Crawley noted that one of the districts she spoke with noted the confusion for students in this and she doesn't support a diploma that doesn't require the same number of credits required by the state to receive an official diploma. Superintendent Dawkins assured the board that the priority is always a state diploma. Mrs. Crawley stated that accreditation is a fuzzy term to her, and she asked if Louisiana will recognize a diploma from Ombudsman with 24 Louisiana-required credits? Dr. Dawkins stated that AdvanceEd and North Central (Southern Association in Louisiana) are the organizations that currently supervise and send teams out to accredit our schools, so it will be recognized; and again, the number one priority will be to have a Louisiana diploma. Mrs. Crawley also noted a news article noting a situation in Illinois where it was not recognized. Ms. Chitty responded that the districts being referenced both serve special education students and Ombudsman is currently an Illinois-state program for the Lions Plus and she can share that certificate with the board. She further explained that when initially implementing these programs Waukeegan did not want to be approved by the state because of funding, Title I funds. She said she is more than happy to share these certifications with the board. Mrs. Crawley asked if Caddo's program will be state-approved when the program begins, and Ms. Chitty responded it will.

Miss Green asked Dr. Dawkins about the proposed location number 4? Dr. Dawkins explained that these are general locations for each site; and as soon as the board makes a decision, we will proceed with narrowing down the locations. Miss Green asked if a school will be used and he said no, but a store front. Miss Green stated she knows her decision on this will not be a very popular one and she knows something needs to be done, but she does not believe this is the right solution right now, and we need to do a little more.

Mr. Rachal recapped and asked Ms. Chitty if any word has been received from the state relative to the issuance of waivers? Ms. Chitty responded that the district is working on this. Mr. Rachal asked if there is not a waiver does he understand that the district will extend the school day, and Ms. Chitty stated they can and would work with the district on this. Mr. Rachal asked about attendance issues and the details relative to this issue. Dr. Dawkins responded that all students entering this alternative program will be handled through the Attendance Department, even when they are not on Caddo's campus. Mr. Rachal asked if someone is not showing up for class, does he understand it will be turned over to Caddo's staff? Dr. Dawkins explained that Ombudsman has a daily routine and responsibility to track the students and their daily attendance, and he is referencing the students entering and leaving the program and the discipline issues. Ms. Chitty responded that Ombudsman takes daily attendance and follow-up is made with those students not in class as to why and attempts made to get them to class, and attendance is reported back to the district. Mr. Rachal noted that the public is interested in knowing this information and asked Ms. Chitty their experience in daily attendance and what works best. Ms. Chitty explained that what works best is a liaison with the district that Ombudsman can communicate with regarding everything relative to the students in the program. Mr. Rachal asked how will the district serve those students beyond the 450 students, and when students leave the Ombudsman Program, does the money follow the students back to their home school? Ms. Chitty responded that the money does not follow; however, the seat becomes empty and another student takes that returning student's place. She further explained that the contract is for a certain number of slots. Mr. Rachal asked about those students that exceed the 450? Dr. Dawkins said that alternative schools should not be a growth business for the district and there are provisions in the contract to add positions if they are needed; however, what Ms. Chitty described is that when students transition back and forth, there will be empty seats. Mr. Rachal asked if we start off with 450 students, and Dr. Dawkins said we will not begin with that number, but it will grow as we move through the school year, typically peaking in the middle of the year. Mr. Rachal asked if 469 is a number we have reached in the past? Dr. Dawkins stated he believes 450 is an appropriate number for addressing the students and there is appropriate language to add more if it is needed.

Mr. Abrams explained that the contract provides for additional students if the district exceeds 450 and is prorated. Students above the 450 number will be an additional cost (\$850 per student per month or \$60 a day for partial months). He further stated there is also a different amount for the Plus Program that addresses special needs students (6 hour days at \$200 a day per month). Mr. Rachal asked if a copy of the contract is available for Board members and Mr. Abrams said there is not, but he detailed the proposal in this area. Dr. Dawkins reminded the Board that the

middle school students will not be on an off-campus setting, but will be housed at Academic Recovery. Mr. Rachal inquired about the money paid for empty slots, and Dr. Dawkins stated that discussions will be held at mid-year relative to whether or not adjustments need to be made, and Ms. Chitty confirmed that they will discuss this further. Mr. Abrams stated that he is dealing with the contract as it exists, and based on the proposal, this will not be the situation unless they decide they wish to do it this way. The contract states that it is a three-year contract, renewable at the end of each calendar year. If the board desires to renegotiate, these are conversations that can take place; however, they hire their staff the same way Caddo Parish does, and if they want to see this program at full capacity and address those students who could potentially drop out, it will be important to have the staff in place. While the contract cannot be negotiated at today's meeting, it is an area that staff will continue to look at. Mr. Rachal inquired about those who will serve as mentors? Ms. Chitty said that is something they have not done and will not until there is a contract but in talking with those in the Caddo District, staff members will be going out and talking with organizations and other supporters of public education. Mr. Rachal stated that he believes that a report to the board once a semester may not be often enough and Dr. Dawkins responded that he will be receiving reports daily and weekly, but felt that a report each semester to the board would be ample. Ms. Chitty stated that this is what most of the districts desire; however, if the board desires monthly reports on the data/numbers, that is something their staff can provide. Ms. Chitty clarified that they customize programs to districts and her recommendation, based on her experience, is to provide a monthly report on enrollment, demographics, etc. and semester reports on academic gains. Mr. Rachal asked about the required credits for graduation and how many credits does Ombudsman look at the students earning? Ms. Chitty responded that she can paint a picture; however, it depends on where the student is when they begin the Ombudsman Program; and once they look at the individual students, how many credits they have, how long they have been in high school, they can determine how many credits the student will be able to earn in a semester/school year. Dr. Dawkins reiterated that while staff has some lofty goals, he also wants everyone to understand that Caddo's alternative high school had an SPS of 2.5%, so there is a lot of room to grow. Mr. Rachal asked about special needs children and will the state law apply for the care and student/teacher ratio of these students with Ombudsman. Mr. Abrams said we do have to provide that student exactly what the IEP dictates and the transition will be with the Attendance Department and the Special Education Department making certain that a referred student will be able to receive what the IEP says they must have. Mr. Rachal asked if Caddo will also be providing additional assistance, and Mr. Abrams said Caddo will help with those other related services that need to be provided. Dr. Dawkins also said there is staff in place to provide for those students with special needs, i.e. OT and PT services, special equipment, etc.

Mrs. Crawley stated this was an issue in the three districts she talked to and they recommended not paying by the number of slots, but by the number of participants since less than half of their slots were filled. She added that since there is a for-profit entity handling the alternative students, and she understands we do not want to grow alternative schools, she would encourage not paying by number of slots, but by number of students participating. Dr. Dawkins explained the planning stage began with over 600 students (slots) and staff believes 450 is a good number.

Mr. Ramsey moved, seconded by Mrs. Bell, to approve entering into an agreement with Ombudsman to operate the alternative education program in Caddo Parish in accordance with the proposal submitted by Ombudsman.

Mr. Ramsey stated that this is not a budget decision for him but a decision to attempt to address the needs of Caddo's boys and girls. He said he asked for programs to support these students and in his review and visits with the representatives of Ombudsman, his questions have been addressed, as well as his concerns regarding the special education element. In looking back on performance of the existing program, he is not proud of what he sees and we now have a choice to move forward with the existing program and spend an extraordinary amount of money or look at a new alternative that may be more attractive to some of the students we are trying to reach and help. He noted how difficult it is to get these students in school for six hours, and he likes what he sees in this program, i.e. small group instruction, face-to-face instruction, individual differences. Mr. Ramsey questions if we have done a good job in addressing these students needs, because he does not see them in alternative schools, but on the streets and he also asked the superintendent how we will monitor and audit this program, and the superintendent has shared with the board members how that will happen. He again stated the need to help these

students by doing something different, because what we are doing based on existing data is not showing needed results. Mr. Ramsey encouraged the board's support of this program.

Mrs. Bell said she agrees and seconded the motion because it is not about the money, but it is about the children and she has asked since serving on the board what will we do to help the over-age students. She said she believes this program is the best thing and noted that she has not heard anyone say anything about the parental involvement which this program incorporates. She also noted the number of truant students in the parish and how this number continues to grow and the need to do something different that excites these students to want to get their required credits so they can graduate. Mrs. Bell said she also believes this program places responsibility on the parents, and it is time for the district to stop doing what the parents should be doing and are not. She encouraged board members to support the motion on the floor.

Mr. Rachal said he believes the public needs this information in order to have a better understanding and he understands the 2.5 SPS for Hamilton Terrace and there is a lot of room for growth. Having failed a number of Caddo's students, and even though he does not fully understand the proposal, he believes the board will hold the superintendent's feet to the fire; because there is a need to do something different. He asked if the decision tonight is to agree to contract with Ombudsman, with the suggested changes? Mr. Abrams said he will address the questions and concerns expressed and recommended on the contract for the new year. Mr. Rachal asked Dr. Dawkins if he is willing to wait one year before knowing if Caddo should renew the contract or not? Mr. Rachal stated that he is not comfortable with that portion of the contract where we may have 330 people in the program, but we are paying for 450 slots. Mr. Abrams explained that initially, there was a phrase in the contract where there would be a 10% penalty if the district decided not to renew the contract, and they have agreed not to do this because they must hire people based on projections. If the district sees at mid-year that it is not going to reach the 450 number, it will then be able to negotiate the number for the following school year. Dr. Dawkins reminded everyone that when discussions began, the number was 600, and it has been lowered to 450.

Mr. Hooks said he cannot see how the board can approve something when the contract is not complete. *Ms. Trammel moved to call for the question and the vote on the motion to end debate carried unanimously.*

Vote on the main motion carried with Board members Green, Crawley, Hooks and Trammel opposed and Board members Riall, Pierson, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

2012-13 CONSOLIDATED ANNUAL BUDGET

Mr. Pierson moved, seconded by Ms. Priest to approve the budget for the 2012-13 school year as presented. Ms. Priest stated that the board has held several work sessions on the budget and she has met with Mr. Lee and is comfortable with the budget although she is not comfortable with the deficit; however she believes it is much better than it could have been and than it has been in the past.

Ms. Trammel moved, seconded by Mr. Hooks, to approve the budget for the 2012-13 school year and add \$100 per teacher for materials and supplies for this school year. Ms. Trammel noted the Board's request that the \$200 be left in the budget, she is asking the Board to approve \$100 being placed in the budget for each teacher for materials and supplies. Mr. Hooks noted that teachers spend more than this and he hates that the \$200 was taken from the teachers. Mr. Ramsey said that personally there have been some points made about adjusting the M&S allocation to address teachers' needs and he believes this can and should be done. Dr. Dawkins responded he and staff will look at this. Mr. Lee explained several allotments go straight to the schools and are controlled by the principal who is to give each teacher an allotted amount.

Mrs. Armstrong stated that in the board's consideration of M&S, and she speaks from experience, there are those items that never reach the school and the teacher does not get the credit so she believes this is at least a better way to address this need. Dr. Dawkins responded that he will follow up with staff.

Mrs. Crawley stated that she received a call regarding the M&S, and she did call the Purchasing Agent because the \$50 spent by the order form is actually 33% higher than if someone goes out and purchases it.

Mr. Hooks moved to call for the question and the vote on the motion carried unanimously.

Vote on the motion as amended carried with Board members Riall and Ramsey opposed and Board members Green, Pierson, Crawley, Hooks, Trammel, Priest, Crawford, Armstrong and Bell supporting the motion. Mr. Rachal was not present at the vote.

CAPITAL PROJECTS

Mrs. Bell moved, seconded by Ms. Priest, to approve the following bids as recommended by the superintendent and submitted in the mailout and at board members' stations on the bid tabulation sheets: (1) Benton and Brown, with a Base Bid for the sum total of \$648,115.00 for Project 2013-210, "Lee Hedges Resurface Parking Lot"; (2) Louisiana Roofing Contractors, LLC, with a Base Bid, for the sum total of \$158,200.00 for Project 2013-204, "Herndon Roof Repair"; (3) No bids were received for Project 2013-208 "Byrd Resurface Student Parking Lot"; and (4) A. William Enterprises with a Base Bid, Alternate 1, and Alternate 2 for the sum total of \$151,552.00 Project 2013-212, "Green Oaks Paving Repair, Phase II". The vote on the motion carried with Mr. Rachal not present at the vote.

LEGAL UPDATE AND PROPOSAL RE: JERRY KING, ET.AL., VS. SANDI WHITE, ET.AL., SUIT NUMBER 528,199B

Ms. Priest moved, seconded by Mr. Hooks, to approve resolution of the claim as recommended. Vote on the motion carried with Mr. Rachal not present at the vote.

Adjournment. *Mrs. Bell moved, seconded by Mr. Hooks, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:35 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

June 5, 2012

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, June 5, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Rachal led the invocation and Pledge of Allegiance.

Recognitions. Victor Mainiero, director of communications, recognized the following students as Caddo's Middle and High School Students of the Year: Middle School Students of the Year are Mariah Corbell, Herndon; Elizabeth Gouletas, Keithville; Elizabeth Irvin, Oil City; Savannah Hammett, Vivian; Jace Mallory, Walnut Hill; Maddison Benge, Donnie Bickham; Briana Jacques, Broadmoor; Rashima Stewart, Caddo Middle Career & Technology; Samantha Hilburn, Caddo Middle Magnet; Sha'Kelvia Brayden, Ridgewood; Madison Luke, Youree Drive; Markaila Willis, Green Oaks; Natalia Cotto, Huntington; Miracle Harris, Booker T. Washington; Amber Boulton, Woodlawn. High School Students of the Year are Anna Walton, C. E. Byrd; Ruth Bishop, Caddo Magnet; Victoria Ward, Captain Shreve; Zachary Wolfe, North Caddo; Julia Taylor, Northwood; Melissa Wood, Southwood; Bria Sproul, Fair Park; Aaron Ty Johnson, Green Oaks; Zachary Rossum, Huntington; Eboni Washington, Booker T. Washington; and Khrystian Thomas, Woodlawn.

Red Apple Award. Bonita Crawford, CPSB Member, District 8, was recognized to receive the Red Apple Award, which is presented to those who do outstanding work in the community. Superintendent Dawkins explained that three words used to describe this nomination included caring, compassionate and concern and this award is presented to her for taking the time to tutor three students at Turner Elementary/Middle School. Mrs. Crawford expressed her appreciation for this recognition and shared that it is everyone working together to reach the children and meet the needs of all students in Caddo Parish.

Shreve Island's "Leader in Me" Program. Emily Stanford, principal at Shreve Island Elementary School, introduced those from Shreve Island in attendance and shared a brief video on the "Leader in Me" program recently implemented at Shreve Island. She said a Shreve Island teacher shared this idea with her upon learning about it over the summer vacation and they have worked on this program for the past two years. She expressed appreciation to the Superintendent for his support of this program that implements the leader in all of us and the unique gifts each child has by using the philosophy of the book "*Seven Habits of Highly Successful People*" as its model. Mrs. Stanford also invited board members to visit Shreve Island and to also attend Success in Leadership Night on June 21st from 5-7 p.m.

2010-11 Financial Audit. Jim Lee introduced Margie Williamson from the auditing firm Allen, Green and Williamson. Ms. Williamson shared with the board the results of the 2010-11 audit of the Caddo Parish School Board. She highlighted the CAFR report and that the auditors did issue an unqualified opinion on the financial statement, which is the best opinion the district can receive. She further explained that the CAFR report also includes two sets of financial statements, (1) one on the budget and (2) one that includes things such as capital assets and the OPEB liability. Highlights of the financial statements on the budget indicated that for the year ended June 30, 2011 a net change in funds was a decrease of \$5 million. Ms. Williamson also stated that the fund balance reflects \$1 million in inventory that is non-spendable and \$35.5 million in the OPEB, insurance, and technology reserves. The \$34.4 million is the unassigned fund balance, the unreserved amount. Full accrual statements are included and include all the funds, capital assets, depreciation and all liabilities, i.e. bonds and OPEB. She also stated that

the change in net assets reflects a decrease of \$69 million, most of which is due to the recording of the OPEB liability for the year. Total net assets for the year ended June 30, 2011 reflect a \$136 million deficit; and under liability, \$353 million of the \$478 million is the OPEB liability which is growing at approximately \$74 million a year. Ms. Williamson further reported that the permanent CEEF fund, money received from the riverboats, of which only the interest can be spent, has a balance of approximately \$17 million.

Additionally, Ms. Williamson shared with the board the Compliance with Single Audit Act and reported that Caddo's total Federal award dollars was a little over \$75 million, i.e. Federal grants (Title I), Child Nutrition, Special Education. A list of grants audited was also shared with the board (Title I, Title II, Special Ed, Education Technology, and Education Jobs). There were no findings in any of these audits.

Mr. Lee encouraged the board to review these audits at their leisure and to contact him if they have any questions. Dr. Dawkins expressed appreciation to Mr. Lee and staff.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE JUNE 19, 2012 CPSB MEETING

Superintendent Dawkins highlighted the agenda items for the board's consideration and the following discussion ensued.

Agricultural/Recreational Lease of Black Bayou Property. Mr. Rachal asked staff for a map of the location of this property and not just a written legal description. Mr. Riall said it is 80 acres, 77 of which are in the lake.

Property Lease – MJ Moore. Ms. Priest asked to see the complete proposal as it relates to the usage of the facility and the adjacent neighborhood. She said she believes it behooves us to look very closely at the proposal and asked that administration talk with some of the neighborhood associations and residents in that area. Mrs. Bell shared her concern for rules and restrictions for how the facilities are used. Mr. Woolfolk explained that a group approached administration about leasing the MJ Moore facility and the attorney has recommended that lease of this property be put out for bid. He also explained that verbiage in the bid restricts the lessee from using the facility for anything other than educational services. Mrs. Bell wants to make sure that those who lease the facility have a clear understanding of how the facility can and cannot be used. Mr. Abrams clarified that restrictions also state the facility will be leased to a private party versus a charter operator or charter school, because if it is a true charter, we have no choice but to lease it to them if they qualify as a charter operator by the State of Louisiana. He also said we cannot say that we will not allow a charter operator to use it because the law states if we have a vacant school we have to lease it at Fair Market Value. Private schools and churches are different issues. Mrs. Bell asked if a charter wants to lease it, does the board have the right to vote on if they get the lease or not? Mr. Abrams said if the charter is the highest bidder, and meets the terms, the board would have to lease it to them unless the board decides it is not going to lease the facility. Ms. Priest stated that a few months ago the superintendent presented a list of all off-line properties, ones we would retain and those recommended for sale. She said the board did not approve the next steps relative to sale or lease of these facilities. Mr. Riall responded that the board has been addressing these facilities one at a time, i.e. the board approved Hosston, the board is considering a proposal on Rodessa, an evaluation of Pine Valley will be coming to the board. Dr. Dawkins said they all have to come to the board.

Mrs. Armstrong asked if she understands correctly that if we put it out for lease, we cannot stipulate what entity we want to lease to? Mr. Abrams explained it must be put out for bid and we must lease it at Fair Market Value.

Adoption of 2012 Millage Rates. Mr. Rachal noted that over the past eight years millage rates have dropped from 87.27 to 75.66 mills on property taxes which is a substantial drop.

C. E. Byrd Parking Lot Solution. Mr. Rachal said it is obvious that we need to do whatever possible to provide safe parking at Byrd; and even though he sees nothing wrong with the proposal presented, he asked staff to explain how this fits into the long-term plans for additional parking at Byrd. Dr. Dawkins responded that the District has acquired two of the three lots along Kings Highway and staff continues to work on acquiring the third house and lot, with this being a temporary solution to help relieve some of the problems and provide some additional parking spaces. He added the Board will definitely need to discuss further a more permanent solution. Mr. Rachal asked what is stopping us from building parking lots along Kings Highway, right up to the third lot? Dr. Dawkins explained that there is probably not a reason we could not move forward other than we would pay approximately \$500,000 for 50 parking spots in comparison to paying \$50,000 for 42 spots in the short-term solution. Mr. Woolfolk explained that the hesitancy in putting a lot on either side of the house is the cost to correct the slant in the land to do so and once the house is acquired, it would have to be repeated to level the property with the other two lots. He also stated that Steve White reported an estimate of \$350,000 to \$400,000 to do the two outside lots. Mr. Rachal asked how many parking spots will the three lots provide, and Mr. Woolfolk said approximately 75-80. Mr. Rachal said he doesn't believe if all these spaces are provided there will still be ample parking for Byrd's students; and as he stated at the last meeting, he can support this before he can support the lease across the street.

Miss Green asked staff to further clarify the proposal and the long-term possibility, and Mr. Woolfolk explained what staff is proposing today is an additional 42 spots at \$50,000 versus the cost for the long-term solution. Miss Green stated her agreement with Mr. Rachal's statement that even providing all these possible spaces will not meet the need for parking at Byrd, and she asked if we know how many extra parking spaces are needed. Mr. Woolfolk responded he understands between 80 and 100 parking spaces are needed.

Ms. Priest stated that she believes it is clear that this is not the real issue; and while she appreciates staff bringing back this proposal, she believes it is a band aid approach and the issue that needs to be addressed is the enrollment. If the true issue of enrollment is not addressed, she said this is going to grow and she stated the need to use our Transportation Department and the City transportation system to address this issue.

Mr. Ramsey stated he is an advocate of doing a little of both, because we do need to provide adequate parking and noted that a former principal at Byrd advocated capping the enrollment. At one time there were approximately 1750 students at Byrd, but since he has been on the board, he has seen the enrollment increase to approximately 2400. He also stated his agreement that at some time the real issue will need to be addressed, but parking still needs to be provided. He asked the superintendent for the number of students that are enrolled in the neighborhood component of Byrd and how many are actually qualified magnet students. Mr. Ramsey stated this facility is absolutely maxed out with students as well as facilities and encouraged discussions on permanent solutions to these issues.

Ms. Trammel mentioned in the past there was an arrangement with the church across the street for additional parking and she believes what is being proposed as a temporary solution to parking is actually a permanent solution, and the issue of students parking in the neighborhood has become a major one with students receiving tickets. She also noted the need to look at adjusting the K-8 principals' salaries to bring them more in line at a cost of approximately \$48,000 while at the same time looking at \$50,000 for 42 parking spaces. She asked what is more important?

Mrs. Armstrong referenced her suggestion to limit parking to Juniors and Seniors and the remaining students riding the bus or being dropped off by their parents. She also stated her

concern in considering the basketball court as a short-term fix, because if it is turned into parking space, it will become parking spaces and we need to make it a permanent parking lot. She also doesn't believe we should address this with any band-aid solutions, but with permanent solutions. Relative to athletics, she stated transportation is provided for athletes; and if this is done, we also need to provide it for those students living in the country that do not have access to vehicles for after-school activities.

Mr. Riall reminded board members that the discussion needs to stay on the proposed parking option.

Mr. Hooks stated that Byrd's enrollment has steadily grown and the Board needs to act now to address this issue. He asked Ms. Priest to clarify her concern with the issue of enrollment and Ms. Priest said she believes Byrd had a cap of 1,700 students, and the current enrollment at Byrd is between 2300 and 2400. Mr. Hooks said he believes students are attending school where they believe they can get the courses they need. Ms. Priest said there is a magnet component at Byrd in addition to the Byrd neighborhood students. Mr. Hooks said he believes this plan is on the right track and whatever is done needs to be done quickly so it can be addressed prior to the start of school, because he believes the concern over possibly getting a ticket could affect students' concentration in the classroom. He encouraged the board to support implementing something to help this issue.

Mrs. Crawley stated she believes it is important that procedures are followed and that the person's name beside the agenda item should be allowed to address an item first and hopefully answer some of the questions. Mrs. Crawley explained that this proposal is not a band-aid solution but it is an access to this proposed parking area that will eliminate 42 cars parking on the street. She also explained that the church no longer wants the school to use their parking lot because they have added another facility on their premises, and capping enrollment is a topic that began with No Child Left Behind. She also reminded everyone that the climate of the State now is taxpayers should be allowed to choose where one's children will attend school. When asking about Choice, Dr. Dawkins said that the law still allows for Choice and discussions will need to be held on this topic. She also stated that she would like for staff to fully explain why we should not pave the two lots on either side of the lot with the house remaining on it. She also reminded everyone that the \$50,000 for the 42 parking spaces will not be a loss of funds since we are getting calls every day about the need for parking at Byrd High School.

Mrs. Bell said students attend Byrd because (1) they are enrolled in the Magnet Program or (2) they live within the district. She added she knows there are those with special needs. She further asked that staff explain to her about the temporary cost, because eventually the Board will spend \$400,000 to address this parking issue and the temporary solution of \$50,000 is enough money to pay a salary. She said she believes this is a fad and knows there will be a day in the future when everyone will want to come to Fair Park (example) and she doesn't believe there is a high school in the district that does not teach all the major courses needed. Mrs. Bell asked why Attendance is turning people away when they come to the office for a transfer, yet students can get a Choice transfer. She reminded everyone that at Byrd's graduation there was so many in attendance that 1,000 attendees did not get into the convention center. Mrs. Bell asked that staff provide her with how many students are in the magnet program, how many students are neighborhood students, how many students are Choice; and how many live within a mile. She also asked that staff talk with the mall about students parking there and we shuttle them to Byrd.

Dr. Dawkins announced that a Caddo school bus was hit by a truck being chased by the police and students on the bus are being transported to the hospital to be checked out.

Mr. Pierson stated his agreement with most of what his colleagues have said relative to enrollment and the need to look closely at this enrollment to see what can be done legally. He

said he strongly believes when choices are made, you must deal with the consequences. Mr. Pierson asked Mr. Woolfolk if the Scout Hut is still located on the Byrd campus? Mr. Woolfolk said there is an empty gym-type building on the far side of the campus. Along side of this building, which is being used by the JROTC, there is a concrete slab that has been used as a basketball court and staff is proposing to pour asphalt for entrance and exit ramps and the concrete slab will be marked to allow 42 vehicles to park there.

Mrs. Crawford said she does not have a problem with the \$50,000 because it is capital projects money, and the question we should be asking is what can be done in order to have this kind of successful program at other neighborhood schools.

Mr. Rachal reminded everyone that we are not a society of the 1970s, and we do not need to try to stay in the 70s. He stressed the importance of the District moving forward and meeting the needs of the students and being good community partners. Mr. Rachal stated he does not understand discussing this item for the length of time the Board has over spending \$50,000 to provide something these students need. Mr. Rachal asked staff to provide him the capacity of Byrd High School and how many students live within a mile of Byrd. He reminded the Board that in the Vision 2020 plan a facilities report was presented to the Board and the discussion was held on how we can be more efficient with our facilities. Mr. Riall stated that he believes \$50,000 for 42 spots is a good deal based on what the other option will cost the District.

Property and Casualty Insurance Renewals for 2012-13. Mr. Ramsey stated that Mr. Armstrong brought to his attention that along with this item on the agenda there may need to be another item authorizing Risk Management to reject uninsured motorist, bodily coverage on the automobile policy, which provides the Board as a body with a margin of protection from various frivolous lawsuits. Mr. Abrams stated that he doesn't believe it has to be two separate items, but can be addressed in a two-part or two motions within the one item to accept and then to authorize Risk Management to reject the UM coverage; however, he will talk with Mr. Armstrong about this. Mr. Ramsey asked that the item be added in the event two items are needed, and Mr. Abrams said the law is very clear that the Board needs to authorize him to reject it.

Ms. Priest asked if the premiums (automotive, etc.) will total approximately \$1.2 million? Mr. Woolfolk explained that the total for all is \$587,000 including administrative costs.

July Meeting. Mr. Riall announced that he is recommending only one meeting in July and that the meeting will be held on July 17th.

ADDITIONS

Miss Green stated that at the last meeting she asked that an item be added to the budget for \$5,000-\$7,000 to the Theatre of the Performing Arts. She stated she will provide the backup.

Mr. Hooks asked that Disband SunGard be placed back on the agenda and asked about the status of the SunGard audit. Jeff Howard reported that all the surveys have been returned and the Auditing Department is pulling this information together and reviewing the contract with SunGard. Mr. Howard added his department should have something to the Board next week.

Establish the Agenda and Proposed Consent Agenda. Mr. Riall recommended Item 6.02, 6.03, 7.01-7.03, 8.01-8.02, 8.04, 8.06 and 8.07 as the consent agenda. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed consent agenda and agenda for the June 19, 2012 CPSB meeting as recommended. Vote on motion carried unanimously.*

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the work session adjourned at approximately 6:25 p.m.*

June 12, 2012

The Caddo Parish School Board (CPSB) Executive Committee met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, on Tuesday, June 12, 2012 at approximately 4:30 p.m. Executive Committee members present were President Steve Riall, 1st Vice President Dottie Bell and 2nd Vice President Larry Ramsey. Other board members present were Jasmine Green, Bonita Crawford, and Barry Rachal. Also present was Legal Counsel Reginald Abrams.

President Riall read Policy GBM and explained the meeting is being recorded to maintain a record of the suggestions and concerns. He announced the meeting is scheduled for 4:30 to 6:00 p.m. and will follow the same procedures for visitors addressing the board in CPSB meetings. If there are multiple speakers on a subject, each person gets 3 minutes; and if there is only one speaker, they get 5 minutes. He also announced that in accordance with policy, the Executive Committee will not respond at today's meeting.

Jackie Lansdale, president of Red River United, brought forth the following issues for the board's consideration: (1) come up with a "law"/definition/policy on what the school day looks like, and not just for high schools, (2) sit down with teachers to define the new law governing teacher observations/evaluations, (3) develop a teacher salary structure in accordance with Act I with involvement from the employee organizations, (4) sitting down as a district to come up with a new evaluation procedure (i.e. TAP is 30% of test scores in DeSoto Parish), and (5) look at preK across the board. Mr. Rachal asked that someone follow up on the proposed litigation.

Daryl Roberson, president of the Caddo Association of Educators, asked that the board (1) consider joining in the lawsuit challenging the constitutionality of the Governor's Voucher Plan (Act II), and (2) be vigilant in knowledge of Acts I and II and additional legislation re: tenure, etc. from the 2012 Legislative Session. He also announced CAE will host an informational meeting on Acts I and II on June 20th, 1-5 p.m. at the Hamilton Branch Library.

Jon Glover, employee, questioned the inadequate communication with employees about today's meeting for employees to express their concerns. She said because employees do have concerns; she believes the lack of communication is an indication of why there are so few employees present. Mr. Riall stated this meeting was advertised through the appropriate channels; and because employees are getting off work later, the executive committee members will be here until 6:00 p.m. to allow employees the opportunity to share their concerns.

Aleesa Johnson, teacher, encouraged the board to consider reinstating during the second semester the remaining \$100 of the original \$200 M&S.

Cedric Choyce, teacher, asked the board to look into issuing separate checks for teachers who receive a stipend for extracurricular activities, i.e. Spring sports coach. He explained that an excessive amount of taxes is withheld when it is combined with the regular payroll check.

Priscilla Savannah, teacher, suggested the need for administrators to know the Personnel Evaluation Plan and the policy to be followed as well as additional workshops/orientations on the JPAMS system.

Vera Lloyd, Louisiana Association of Educators, encouraged the board to come to an agreement on the length of the school day because it is inappropriate for a principal to take a 90 minute block and change it to a 96-minute block, adding an extra 24 minutes to a teacher's work day with no extra compensation. She reported this was addressed unsuccessfully through the grievance process. As the District addresses all the changes made this year, she asked that they be a part of the committee looking at contracts as well as the committee looking at creating the observation/evaluation instrument.

There being no additional speakers, the meeting with CPSB employees adjourned at 6:00 p.m.

June 19, 2012

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 19, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

Mrs. Bell asked that everyone remember the Yvonne Willis family in their thoughts and prayers. Mrs. Willis, a teacher at Turner, passed away on Saturday evening.

CONSIDERATION OF MINUTES OF THE MAY 8, 2012, MAY 15, 2012, JUNE 5, 2012 AND JUNE 12, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mr. Rachal, to approve the minutes of the May 8, 2012, May 15, 2012, June 5, 2012 and June 12, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, interim director of Communications, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Elementary Students of the Year. The following students were recognized as Caddo's Elementary Students of the Year: Amanda Hightower, Arthur Circle; Claire Naughton, Atkins; Haley Wesley, Barret Paideia; Emily Foster, Blanchard; Antionne Alexander, Caddo Heights; Jasmine Gillie, Central; Adrian Smith, Cherokee Park; Thomas Smith, Claiborne; Paula Hunt, Creswell; Anna Partington, Eden Gardens; Hannah Berry, Fairfield; Rachel Britt, Forest Hill; Allyssia Clayton, Judson; Brent Ashley, Lakeshore; Daisa Smallwood, Midway; Kentrez Roby, Mooretown; Jayden Clement, Mooringsport; Katie Graham, North Highlands; Katherine Harris, Northside; Chase Willis, Oak Park; Kimunte Sanders, Pine Grove; LaTerrion Watts, Queensborough; Morgan Tuminello, Riverside; Hayden Fulghum, Shreve Island; Georgia Hilburn, South Highlands, Nirali Patel, Southern Hills; Mary Muslow, A.C. Steere; Tariq Williams, Stoner Hill; Timera McConnell, Summerfield; Kira Presley, Summer Grove; Johnisha Giles, Sunset Acres; Jeffery Davidson, Timmons; Alexander Festerman, Turner Elementary; Ashlyn Gotberg, University; Rebecca Bonner, Werner Park; Terreon Manning, West Shreveport; Avyon Brooks, Westwood; Veronica Penales, Herndon; Melinda White, Keithville; Nathaniel Green, Oil City; Luke Couch, Vivian; and Kennedee Harrell, Walnut Hill.

Times' 2012 Athletes of the Year. The following students were recognized as *The Times* 2012 Athletes of the Year. (1) Alexis Hewitt, Booker T. Washington High School, *The Times* 2012 Girl Athlete of the Year, having been named second team in All-City, the District 1-2A MVP in basketball, Class 2A State Champion in 100 and 400 meters and the MVP in track. (2) Tre'Davious White, Green Oaks High School, was named *The Times* 2012 Boy Athlete of the Year, having been named to the First Team All City, the District 1-3A MVP in football and Second Team, All State in basketball.

Caddo Public Schools Counselors of the Year. The following Caddo counselors were recognized as 2012 Counselors of the Year and will now compete at the State level competition:

(1) Courtney LeBlanc, Summerfield Elementary; (2) Karen Smith, Booker T. Washington New Technology; and (3) Mitzi Musgraves, Caddo Career and Technology Center.

Westwood Elementary Receives \$5000 Rotary Club Grant. Tina Adams was recognized for receiving a \$5,000 grant from the Rotary Club for her civic project, *Food in a Backpack Program*, and also \$746 from Alan Yokem, Yokem Toyota, for classroom technology.

VISITORS

Patsy Wilson, grandparent, share her disappointment that her granddaughter, who graduated this year from Captain Shreve as the valedictorian, was not allowed to sit on the stage or mentioned in the program. In her attempts to talk to someone at the school, she was informed the top five to ten were honored on the stage at the ceremony. When talking with the board member for Captain Shreve, she was told that a committee of teachers selected the participants seated on the stage. She said she doesn't understand why her granddaughter, who excelled her four years in high school, was slighted in this way, and encouraged the board and staff to look at this practice.

Vanessa Naquin, parent, shared her experiences in the Caddo School System with her now 17-year old autistic daughter. She outlined a timeline of the past school year's experiences at Huntington and how she was treated by administration because she continued to express her concerns and attempted to be an active part of her daughter's education.

Jackie Lansdale, president of Red River United, announced that the Louisiana Federation of Teachers recently filed two lawsuits, one against BESE and one against the Governor's office, relative to the passage of Acts I and II, asking for an injunctive release for both based on the unconstitutionality of both. With these two acts governing teachers and the MFP funding, she believes public school boards will no longer know accountability over these schools because teachers will no longer have the same due process and rights, they will no longer be hired or fired by the board but by the superintendent, and the board will be responsible for developing a new salary schedule. Mrs. Lansdale noted the decline in MFP funds formerly sent to districts for the students and the prediction that there will be little or no accountability. She encouraged the board to look at defining "The School Day" and how a teacher's 450 minute day will look, and protect teachers and others providing a public education for the boys and girls in Caddo Parish.

Jon Glover, employee, stated that her speaking before the board today does not reflect on any employee of the Caddo Public School System, but as a parent, grandparent and concerned citizen of Caddo Parish. In referencing one of Martin Luther King's statements, she said the board should render its decisions in a way that it will positively impact every child in Caddo Parish. She noted that segregation was in place until 1969-70; and if one looks carefully, she believes they will again see segregation on the rise. She stressed the importance that we not let history repeat itself and her belief that it is the board's obligation to the citizens of Caddo Parish to make sure every child is equipped with the best educational opportunities we can offer in Caddo. Ms. Glover also reminded the board it is their obligation to become familiar with all aspects of recommendations brought to the board.

Frederick Washington, former student, addressed the proposed parking lot for Byrd High School and how the board is always talking about what it needs to do. He said he remembers Attendance distributing to all board members a packet of information on transfers, magnet schools, etc.; and since that time, he has not heard anyone address these policies or attendance issues in some of the schools. Mr. Washington stated that the majority of the minority parents actively involved in the democratic process relative to public education have not aggressively dealt with the issues that deem Caddo schools academically unacceptable; and the board can discuss capping enrollment all day long, but Federal law says that as long as these schools are failing, the children do not have to attend them. In the end, Mr. Washington said if the board

does not vote for this it, it is not any particular school board member or particular group of parents being punished, but the children and parents who believe this is the best option for them. Being initially opposed to this, he believes the least that can be done is to pave the parking lot.

LeeAnn Anglin, Byrd parent, addressed the board on the proposal to provide the additional parking spaces for Byrd High School and her support. She noted the importance for the board to continue to make wise decisions by gathering as much information as possible when voting to spend money and that all the data gathered and the elements compared are consistent.

Malcolm Murchison, Byrd parent, noted there has never not been a problem with parking at Byrd High School. He shared his successful experiences at Byrd; and because the school needs the parking, as well as the neighborhood, he encouraged the board to support the additional parking spaces for Byrd High School.

Rachel Lane, student, shared with the board the importance of providing additional parking for Byrd students. She said she and her sibling(s)/friend(s) carpool to Byrd and they need to drive because of their involvement in before and after school extracurricular activities.

Steven Jackson shared his opposition to doing anything else relative to parking at Byrd High School. He reminded the board that magnet schools were created as a result of desegregation and the Consent Decree; and he believes Caddo Parish is no longer under the Consent Decree, because if we were Vision 2020 should not have been approved. Mr. Jackson said he does not see this as a Byrd High School issue but an issue of being overcrowded. He encouraged the board to get into the business of creating World Class Neighborhood Schools and not have one school stand out as the premier school. He said it is important that policies are put into place and that the board begins to invest equitably in all Caddo schools and not just one school.

ESTABLISH AND CONFIRM THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for the Board's consideration and President Riall announced Items 6.02-6.03, 7.01-7.03, 8.01-8.02, 8.04, 8.08, 8.10 and 8.11 are the consent agenda. *Mrs. Bell moved, seconded by Ms. Priest, to approve the consent agenda as presented. Vote on the motion carried unanimously.* The following is a summary of the Board's action on consent agenda items.

Item No. 6

6.02 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, August 9, 2012 – May 24, 2013

Keri Grozinger, Teacher, C. E. Byrd High School, 10 years

Sabbatical Study, August 9, 2012 – May 24, 2013

Donna E. Henderson, Teacher, Riverside Elementary School, 6 years

Gail Griffin, Librarian, A. C. Steere Elementary School, 36 years

Catastrophic, May 22, 2012-May 25, 2012 (noon)

Imelda Bush-King, Teacher, Academic Recovery, 6 years

6.03 Personnel Transactions Reports. The board approved the Other Personnel Transactions Reports for the period of April 21, 2012 – May 20, 2012, as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Purchasing. The following bids were approved as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Blue Bell Creameries, totaling \$77,388.00 and Foremost Dairy, totaling \$1,471,35.00 for the purchase of Milk and Dairy Products; (2) IBC Sales (Cotton) totaling \$129,980.00 for the purchase of Bread and Bread Products; and (3) Foremost Dairy, totaling \$1,389,150.00 for the purchase of Fruit Juice. A copy of the bid tabulation sheets is filed in the permanent record of the June 19, 2012 meeting.

7.02 Auction Sale. The board authorized an auction sale of old buses/vehicles on July 14, 2012.

7.03 Agricultural/Recreational Lease of Black Bayou Property. The board approved the bid of John P. Hobbs, totaling \$500.00 per year for a 5-year lease of the Black Bayou Property as indicated on the bid tabulation sheet submitted in the mailout. A copy of the bid tabulation sheet is filed in the permanent record of the June 19, 2012 meeting.

Item No. 8

8.01 Adoption of Adjusted Millage Rate for Tax Year 2012. The board adopted a resolution to adjust the millage rates for Tax Year 2012 as recommended by staff and submitted in the mailout. A copy of the adopted resolution is included and made a part of the permanent record of the June 19, 2012 CPSB meeting.

8.02 Accept 2010-11 Financial Audit. The board accepted the 2010-11 Financial Audit as presented. A copy is filed in the official record of the June 19, 2012 CPSB meeting.

8.04 Special Education Interagency Agreements and Contracts. Special education interagency agreements and contracts were approved as recommended by staff and submitted in the mailout.

8.08 Theatre of Performing Arts. The board approved \$5,000 for the Theatre of the Performing Arts and that the ending balance be adjusted accordingly.

8.10 Requests for Use of School Buses. The board approved the requests for the use of school buses as recommended by staff and submitted in the mailout.

8.11 Resolution in Support of LSBA. The board approved a resolution in support of the Louisiana School Board's Association's lawsuit. A copy of the resolution is filed in the permanent record of the CPSB meeting of June 19th.

PROPERTY LEASE – MJ MOORE SCHOOL

Mr. Rachal moved, seconded by Mrs. Crawford, to approve the property lease for MJ Moore School as submitted in the mailout. Ms. Priest stated she wants to make it very clear this agreement states this property lease cannot be transferred to another entity and that the usage of the facility cannot be to conduct or provide educational or correctional services during the lease period. She also asked staff to clarify the proposed statement of seeking to become a participant of the juvenile detention initiative. Tim Graham explained this is a church and they are working with Community Renewal for an after-hours tutorial program; and during the meeting with them, this was made very clear. Dr. Dawkins added that the relationship with them is as Mr. Graham described and not one of housing or correctional detention. Mr. Abrams stated the necessity to add an amendment stating that the facility shall not be used to house anyone or used as a detention facility.

Mrs. Armstrong asked about the recent vandalism at this school and who will be responsible for the upkeep and repairs? Mr. Graham explained they (the ones acquiring the lease) will make the

repairs and it is their responsibility for the upkeep over the three-year lease. At the end of the three-year lease, they understand they will not be reimbursed for any repairs made.

Vote on the motion as amended carried unanimously.

BIDS – CONSTRUCTION

Ms. Priest moved, seconded by Mrs. Bell, to approve the following bids as submitted by staff in the mailout on the bid tabulation sheet: (1) Rimmer Electric, Inc. with a Base Bid and Alternate 1 for the sum total of \$228,200.00 for Project 2013-401, “Summerfield Lighting Retrofit”; (2) Pro-Build Construction, with a Base Bid for the sum total of \$124,000.00 for Project 2013-205, “Arthur Circle Foundation & Wall Repair”; (3) Excel Energy Group, Inc. with a Base Bid and Alternates 1 & 2, for the sum total of \$162,557.00 for Project 2013-402, “Westwood Lighting Retrofit”; and (4) Dale’s Paving Inc. with a Base Bid and Alternates 1, 2 & 3, for the total sum of \$237,879.70 for Project 2013-209, “Huntington Resurface Parking Lot”. Ms. Priest said staff presented responsible bids for these projects and encouraged the board to support the motion.

Mr. Rachal moved, seconded by Charlotte Crawley, to separate Bid No. 4 “Resurface Huntington High School Parking Lot”. Mr. Rachal said he believes the winning bid on this item is \$237,000, and if we are going to look at parking lots individually, we also need to look at this one individually, i.e. determine if this expenditure is for the safety of the children. He said as the board votes on this item, it should also consider the vote later on the agenda addressing Byrd’s parking lot. He asked the superintendent to explain the purpose in resurfacing the Huntington parking lot? Dr. Dawkins responded this parking lot is in major disrepair and safety and health issues are foremost in the decision. Mr. Riall reminded the board members that the motion on the floor is to separate and not to debate the issue. Mr. Rachal said he is attempting to share the rationale and he thinks everyone understands the importance of paying close attention to the parking lots, and he is asking that it be pulled and voted on separately.

Mrs. Crawley said she seconded the motion as she believes the maker of the motion is making a statement about hypocrisy. While she supports separating, she clarified it is a safety issue and she supports all issues when it comes to the safety of all the students no matter what school.

Mrs. Bell questioned the maker of the motion on why it is being recommended to separate this particular item when the board has considered all the bids in one motion. She stated she is uncomfortable in handling this in this manner.

Mr. Abrams clarified the board has approved this parking lot, and the motion is to approve the bid for the work, not the project. He explained the board will either approve it because the bid is within what was budgeted, and the project will be done or it will be postponed for a period of time. Mr. Rachal asked if the board is not responsible for approving or not approving all budgets and monies spent; and at this time the board will determine whether or not to spend this amount? Mr. Abrams further explained the board previously approved a budget, a certain amount for a certain project, and now the board is being asked to approve the bid that came in because an approved project was let out for bid. He said if the bids come in within the approved budgeted amount, the staff submits it to the board for approval; at which time the board grants it to the low bidder or pulls the project for a year which is what public bid law requires. Mr. Rachal asked if he understands correctly that if the project is not approved by the board, it is postponed for a year? Mr. Abrams responded at least a year, because at this point the board approved a project for a certain amount and now has a recommendation that falls within the budgeted amount. Mr. Rachal said he doesn’t have to vote to spend the money and it is obvious it will come back to the board in a year. Mr. Abrams said he can verify the time as stipulated by law, but he is almost certain it is at least a year.

Mr. Riall asked if the board votes to postpone this project that has been bid, is the board under any liability? Mr. Abrams again stated the board can decide not to accept the bid, but at that point, the bid law will not allow it to be rebid immediately, but the board must wait a year. He further explained this bid is different from a bid that may come in over budget, which the board can reject. Mr. Rachal said he knows the board can separate any item, because it is something it has done in the past; and he is asking to separate so the public can see the individual vote on this particular item.

Ms. Trammel said while she understands board members can bring anything it desires to the board, she asked for clarification on separating what is brought to the board in a package, and if the board will begin separating all things or only certain things? Mr. Riall explained that these items are presented to the board in groups for expediency; however, it is the board's privilege to request that a particular item be separated, and at that time the board must vote on whether or not it will separate an item for a vote.

Mr. Abrams clarified that a motion was made to approve the construction projects, then a motion was made to separate the item. The vote before the board now is to separate the item and vote on them individually. He further explained if an item is separated before it is put on the table, it can be done anyway a board member or the board wishes (all on consent with the exception of a certain project, etc.).

Mr. Riall reminded everyone that the discussion should only be relative to separating the motion. *Mr. Pierson moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Board member Rachal opposed.*

Vote on the motion to separate failed with Board members Rachal and Ramsey supporting and Board members Riall, Green, Pierson, Crawley, Hooks, Trammel, Priest, Crawford, Armstrong and Bell opposed.

Vote on the main motion carried unanimously.

APPOINTMENT OF OFFICIAL JOURNAL

Ms. Priest moved, seconded by Mr. Ramsey, to approve appointing The Times as the official journal for the 2012-13 year as recommended by staff and submitted in the mailout. Vote on the motion carried with Board member Riall opposed.

C E BYRD PARKING LOT SOLUTION

Mrs. Crawley moved to approve, seconded by Mrs. Crawford, the addition to Byrd's parking area as submitted in the mailout. Mrs. Crawley clarified that this is Byrd's/Caddo Parish property and is not a lease that will be done and undone, but it is converting something that is not being used to parking to help solve some of the parking problem. She asked the superintendent about the numbers submitted and Mr. Riall reminded the board that the motion is to approve \$50,000 for 42 parking spaces, and Byrd's attendance numbers are not a part of this motion. Mrs. Crawley asked the superintendent if he sees policies that may need to be addressed that will make the other high schools more desirable. Mr. Riall ruled that this has nothing to do with the motion on the floor. Mrs. Crawley said she believes it does because parking spaces are needed at Byrd. Mr. Riall explained that the board needs to vote whether or not to approve the \$50,000 for the 42 parking spaces. Mrs. Crawley noted that the media has addressed the board as one that is not doing its job, so she believes it needs to be addressed. Mr. Riall said that while it may need to be, the motion on the floor is to approve or not approve \$50,000 for 42 spaces. Mrs. Crawley said it's for 42 spaces and she believes this is the cheapest way of getting additional parking at this point.

Mr. Rachal called for a Point of Order as he requested information specific to this agenda item relative to the student population at Byrd, and he does believe it to be pertinent to the conversation on the parking lot.

Mrs. Crawley moved, seconded by Mr. Rachal, to appeal to the decision of the chair. Mr. Abrams explained that a “yes” vote will be to overrule the President’s decision to not allow attendance numbers to be discussed. Vote on the motion to overrule failed with Board members Crawley, Hooks and Rachal supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

Mrs. Crawley encouraged the board to support spending \$50,000 for parking at Byrd High School. Mrs. Crawford reminded everyone this is a capital projects’ expenditure and not General Fund, just as all capital projects are funded; and this is not only for the students’ safety, but for residents living in the Byrd neighborhood, and it needs to be addressed for next school year.

Mr. Ramsey said there has been a parking problem at Byrd for some time; and even if there were 300-400 less students at Byrd, this parking is still needed. He said he believes staff has presented a very inexpensive way to provide some additional parking spaces and encouraged the board to do the right and reasonable thing and pave the parking spaces.

Mr. Rachal stated his disgust that it has been necessary to go through this over a \$50,000 expenditure out of capital projects to deal with a problem that has been in place for 25 years. He reminded everyone that students attend Byrd from all across Caddo Parish, and he asked if it is possible to discuss information shared at the last meeting on this item? Mr. Riall responded that it is not. Mr. Rachal asked the superintendent, in providing services for students at Byrd High School, a school that serves students from all across Caddo Parish, how many students are at Byrd, and Dr. Dawkins said there are 2,000 plus. Mr. Riall ruled that this item is not on the agenda. Mr. Rachal stated that if we are not going to be concerned about safety and security, he encouraged board members to vote against the motion on the floor. He said he doesn’t believe we are being a good neighbor when we force all those that live around Byrd High School to complain and have issues of just trying to park at their own house. Mr. Rachal stated that in supporting the motion on the floor, we are being community oriented and a part of the community that Byrd is in.

Miss Green moved, seconded by Mr. Pierson, to call for the question. The vote to end debate carried with Board members Crawford and Rachal opposed and Board members Riall, Green, Pierson, Crawley, Hooks, Trammel, Priest, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion carried with Board members Priest and Bell opposed and Board members Riall, Green, Pierson, Crawley, Hooks, Trammel, Crawford, Rachal, Ramsey, and Armstrong supporting the motion.

PROPERTY AND CASUALTY INSURANCE RENEWALS 2012-2013

Mr. Ramsey moved, seconded by Mr. Rachal, to renew the casualty coverage through the LSIG and property insurance with Continental Casualty Company and to authorize Risk Management to reject uninsured motorist underinsured bodily injury coverage on automobile liability policy as submitted in the mailout. Mr. Pierson shared his only concern of whether or not this went out for bid. Tommy Armstrong explained that staff begins in November putting together an insurance packet that is sent to the insurance industry, making it available to the insurance companies through Caddo’s broker, A.J. Gallagher and Company. He reported there were 13 responses, two casualty submissions, two terrorism liability quotes, and two property quotes. He also said there was one submission on crime, one on pollution liability, and one submission on

cyber liability. Mr. Pierson asked if this information should have been a part of the mailout for backup, because for him, it would have been beneficial to see all the relevant information. Mr. Pierson said he is not interested in holding up this item, but would like to request that in the future those items that are put out for bid, all information is provided to board members in the backup. Mr. Riall reminded board members that between meetings they have the opportunity to contact the person whose name is listed adjacent to the agenda items so as to get answers to any questions on a particular item. Mr. Pierson asked if these companies are ones we have done business with in the past and Mr. Armstrong responded that is correct and further explained that staff negotiates up to the very last minute in order to get the School Board the very best coverage possible at the very best price. He added that while there was a mild increase in the property coverage, it was nothing in comparison to what was given around Louisiana as well as in adjoining states. *Vote on the motion carried unanimously.*

JULY CPSB MEETING

Mr. Riall stated that the board initially discussed having one meeting in July on July 17th; however, there have been some developments since that time that warrant further discussion. Dr. Dawkins explained that he received a call from State Superintendent John White relative to a series of meetings he is scheduling across Louisiana and his desire to address Caddo Parish on July 24th. Mr. Riall noted the conflict with the NSBA Southern Regional meeting at which several board members are scheduled to attend. Mr. Riall asked Mr. Abrams if he understands correctly the possible need for a special meeting for the charter school. Mr. Abrams stated that a charter school application was received from the Magnolia Charter School which needs to be reviewed in addition to a public hearing being held. He suggested there be a separate meeting for this in order to allow for public input and ask questions prior to the main board meeting on the 17th if possible. After discussion of various possible options for this schedule due to the fact of scheduled vacations and other travel plans in place, a decision was made to contact State Supt. White's office about possibly changing the date he comes to Caddo. Mr. Abrams explained, in response to Mr. Riall's inquiry regarding the timeline, that the timeline is a very tight one and it is anticipated that interviews will be held next week with recommendations hopefully prepared for the board's meeting on July 17th.

Mrs. Bell asked for clarification on what charter is being referenced? Dr. Dawkins stated that he believes he communicated to the board that an application for a charter was received. Dr. Dawkins reported that staff is currently reviewing the application and shortly this information will be made available to the public via the Caddo website. She asked if the public hearing could be held on Monday, July 16th and the regular meeting on the 17th. Dr. Dawkins encouraged the board members collectively, or as many as possible, to be in attendance on the 24th to hear the State Superintendent and get a handle on his vision for the state.

Mr. Rachal stated that, in discussing the issues for the July calendar, and the review of a charter application in July, he prefers to have the public hearing at least a week in advance of voting on it. Mr. Rachal asked the superintendent his preference of having the State Superintendent on the same date as a special meeting to address the charter application. Dr. Dawkins said he doesn't believe having the charter school item on the same date as the State Superintendent is a bad thing since the State Superintendent desires to share his vision and may have something to add to it. Mr. Rachal asked if this requires a motion and Mrs. Crawley stated that Mr. Rachal has already spoken. *Mr. Rachal moved that a special session is scheduled for a public hearing for a charter school application on July 17th and that the regular session be scheduled for the 24th when John White meets with the board.*

Mr. Riall asked for a count of who will not be in town on the 24th and at this time, five board members will be out of town. Mr. Riall asked the superintendent to follow up and determine if

the State Superintendent can change the date he speaks to the board, because he believes it is important for the board to attend and hear what the State Superintendent has to say.

Mrs. Armstrong said her concern is everyone needs to be in attendance to vote on the charter school application; therefore, at this point the 24th is not a good date. She also stated the need to ask the State Superintendent for another date since his visit on the 24th interferes with too many other scheduled activities. Mrs. Armstrong said the Caddo Parish School Board is elected to represent the constituents in their communities and it is important to be present and hear with the State Superintendent has to say. Mrs. Armstrong asked if the public hearing for the charter school application could be July 12? Mr. Riall announced that he will be out of town that week.

Miss Green stated she believes every board member needs to be present to vote on the charter school application; and asked the superintendent if we have agreed to meet with the State Superintendent on the 24th? Dr. Dawkins responded that when he gave the State Superintendent the July 24th date, he told him it was tentative until the board approved it; however this date has already been published. Miss Green stated concern that if we do not move forward with July 24th, it could be much later in the year before Caddo can schedule him to meet with the board.

Mr. Pierson moved, seconded by Mrs. Crawley, to schedule a Charter School Public Hearing at 4:30 on July 16th, the CPSB regular monthly meeting on July 17th at 4:30 p.m. and a meeting with State Superintendent White at 4:30 on July 24th (or whatever date the State Superintendent can be here). Dr. Dawkins announced that the charter application in its entirety will be posted to Caddo's website on Wednesday. *Vote on the motion carried unanimously.*

DISBAND SUNGARD

Mr. Hooks moved to accept the staff's recommendation to suspend the conversion of Human Resources and Payroll functions to SunGard system and return to the Legacy system. Dr. Dawkins clarified that staff has not made a recommendation. *Mr. Hooks moved that we suspend the conversion of Human Resources and Payroll function to SunGard system and return to the Legacy system. Mr. Rachal seconded the motion.* Mr. Hooks thanked the auditors for the outstanding job on the survey, as well as the employees that took the time to complete the survey. Mr. Hooks also thanked Mr. Woolfolk and his team for the hard work put into SunGard. He said he brings this motion because as a result of the lack of training of employees, he believes SunGard in some departments is inaccurate and undependable, with Purchasing the only department where it is working. He noted comments in the survey that SunGard is more time consuming because of the numerous steps to perform a function; and in looking at the charts and surveys, he believes there were more that spoke against SunGard than there were for SunGard, and this is why he brings his recommendation to return to Legacy for the Human Resources and Payroll functions. Mr. Rachal asked the superintendent if he is satisfied with what they have given us, because it seems that at every opportunity they have charged us for what he thought was included, and asked if they have the capability to provide the services that Caddo needs?

Superintendent Dawkins shared with everyone that the SunGard System was reviewed and selected by a team of Caddo Parish School experts and approved by the board on July 14, 2009. He said he has supported this decision since he has been here and he continues to wholeheartedly support SunGard. Dr. Dawkins reported that staff is working through details and problem areas with SunGard's full cooperation and they have staff here on the ground. He stated if there are areas that still must be addressed, and he knows there are some, he, Mr. Woolfolk and Mr. Lee will personally meet with the head of SunGard next week to clear up these issues. The superintendent stated that if board members have not heard from anyone who has missed a paycheck or payday, then the SunGard system is functioning. He further stated that if the decision is to go in a different direction, this will set the district back five years technologically. This is the largest system change the district has experienced since the introduction of the

mainframe computing; and all employees who interact with computers in their daily work will have a change in how their work is performed. Dr. Dawkins announced that 11 payrolls have been run in SunGard and if changed, it will be necessary to convert these back to the Legacy System. He stated we are in the age of cloud computing and the Legacy System cannot be repaired or expected to replace 21st Century functions. The district will lose \$2.3 million if cancelled as well as the ability to have live desktop computing, and it would be disregarding those who find SunGard System useful and helpful. He said we will also lose our ability to eliminate the mainframe maintenance cost of \$330,000 a year versus the SunGard web base cost of \$130,000. Dr. Dawkins stated that if there is a decision to disband SunGard, he will begin the process of exploring outsourcing opportunities for all of Accounts Payable and Payroll functions so we can insure that all of the things said that we don't have will be picked up. Dr. Dawkins said the administration strongly recommends we continue its work and agreement with SunGard.

Mr. Rachal asked if it is a viable option to outsource? Superintendent Dawkins responded that this is something he would definitely begin to explore as a viable option. Mr. Rachal asked, regardless of what decision is made at this time, that staff explore this option. Mr. Rachal also said with technology changing, he understands the need to have a timeline or date that says yes or no. Dr. Dawkins responded he believes we should have already been there, but we will go live with SunGard in July with all systems. If this can't be accomplished in that timeframe, Dr. Dawkins stated that he has spoken with Mr. Lee and Mr. Woolfolk about a face-to-face meeting with the SunGard President. With the entire process having a shaky beginning, and despite the fact that the staff has done a great job, he believes a drop dead date is needed. Mr. Rachal asked the superintendent to keep the board members in the loop and up to date on this project's status.

Mr. Pierson asked about coaches, and others, who receive stipends and that under the Legacy system they received their regular school pay in one check and stipend in a separate check, and now in the new system both are in one check. He stated he understands when this is done that it places the employee in another tax bracket which takes out additional taxes, etc. and the take home pay is not as much. Mr. Pierson said these employees were told that they would get it back when filing their income tax; however he is familiar with this and how it affects the employee's take home pay. Mr. Pierson also stated his concern that the district is being overcharged, someone is paying it, and the Director of Finance does not know it. At this time, he shared his belief that SunGard was made for purchasing; and, after three years, he is unsure if it can be adapted to Human Resources and Payroll. He asked if it is possible to keep SunGard for purchasing and do something different for Payroll and Finance, because we have spent a lot of money on SunGard and he believes we will spend a lot more if it doesn't start working.

Superintendent Dawkins responded that regarding stipends, it is not the SunGard system, but it an administrative decision. He believes adaptation is what has been frustrating and has taken more time, and he also agrees there should not be any overcharging. At this time, he believes we got off to a bad start and he agrees some of these changes can be made; however administration has been told that Legacy has no backup once we leave it, and if the district goes back to Legacy, it will be antiquated. Mr. Pierson suggested that staff meet with Mr. Carter, some coaches, band directors, and others that receive stipends to get their feedback, as they are the ones affected.

Ms. Trammel noted there has been a lot of training; however concerns expressed to her are that once one finishes the training sessions and begins entering data in the computer, nothing happens. She said she would never recommend disbanding SunGard because too much money has been invested in it; however, she would like to know when will everyone see that the glitches have been resolved? Dr. Dawkins responded that we are closer now than ever before and he hopes these things will be worked out this summer. Ms. Trammel also asked if he received something from staff to say this is not a working tool. Dr. Dawkins responded that staff members have brought forth some of the issues because there have been some good results and some bad results; and in some cases, things did not occur as they were supposed to occur. He

further stated that “adaptation” is a good word to describe it because the district must adapt it to what we need and there are some unique things, i.e. insurance, overtime, coaches’ stipends, etc.

Mrs. Crawford stated that she remembers board members asking questions about this new system for a long time and it has taken long time to get numbers of what has been spent, etc. She asked about the hardware and the fact that we bought the servers in ’09 and we are not using them and we are paying SunGard an extra \$300,000 to be a server. Also, she asked why under software maintenance have we purchased licenses and paid for maintenance on six applications that are not being used, i.e. accounts receivable, punch out, bid online, contract management, grants, etc.

Mr. Woolfolk explained that regarding the purchase of the hardware, we did pay for hardware that has not been received and it was IT’s decision not to receive it and continue to use the web-based version of SunGard and not get into analyzing and diagnosing the software at the same time as the hardware. The intent was once the system was up and running, then a decision would be made as to whether or not we wanted to use hardware or continue to use the cloud as the software package. Even though this has been purchased, we can request it to be credited and the money applied to the monthly charge for the use of the cloud. Mr. Woolfolk also stated that he met with Ms. Golett and a final decision, to bring it in and run from Caddo’s server base or continue to use the client’s web-based server, has not been made. Mrs. Crawford asked about the additional programs purchased but not being used. Mr. Woolfolk explained these came with the package and staff has been concentrating on the purchasing, accounting, finance, and Human Resources. At this time Purchasing and Accounting have been active in SunGard for a couple of years; and HR and payroll have been in a test mode with partial implementation. When one says it is working for purchasing, Mr. Woolfolk said that is true because it has been in place for approximately two years. Regarding HR and payroll, he stated that 11 payrolls have been run and staff still plans on going 100% in July with the final payroll, believing at this point that they can make this happen. Mr. Woolfolk said stated that staff has been very careful to make sure that someone’s check is not messed up and that everyone is satisfied. Mrs. Crawford asked if we do not use the other modules is it possible to receive a credit for them? Mr. Woolfolk responded staff will go back to them regarding those that we thought we wanted or needed and at some point realized we did not want or need them, and determine what type of credit the district might receive. Mrs. Crawford asked should the board wait until July when the system goes active to see what happens before disbanding? Mr. Hooks said his original date was May 18th, and Mr. Woolfolk said that was the goal; however, they ran bi-weekly payrolls over the past 12 weeks and now plan to go live July 15th. Mr. Riall reminded Mr. Hooks that Mrs. Crawford has the floor, and she said she came to the meeting ready to support Mr. Hooks’ motion; however after hearing everything said, she asked Mr. Hooks if he is willing to wait another month and see what happens (does it work or not work). *Mr. Hooks agreed to withdraw his motion, and Mr. Rachal withdrew his second.*

TENURE HEARING FOR TENURED BUS DRIVER

Mr. Abrams explained that Mrs. Smith has notified us that in lieu of proceeding with a tenure hearing in this matter, and subject to board approval, she is willing to resign from her position as a school bus driver for the Caddo Parish School Board, effective immediately; and that she waives her presence and appearance before the board and understands that this matter will be presented to the board on today’s date. *Mr. Ramsey moved, seconded by Ms. Priest, to approve Mrs. Smith’s resignation and acceptance of her waiver of appearance. Vote on the motion carried unanimously.*

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked for an update on implementing the teacher evaluations. She also announced that she will email the superintendent questions she has on SunGard.

Miss Green referenced the employee meeting giving employees an opportunity to share their concerns, and she received many calls that employees were unaware it being held. She asked that we do a better job about getting notification to the employees. Miss Green also commended staff on the graduations, but also expressed her concern that the policy on graduations needs to be reviewed, as there was specific incident with twins where one did not pass English and one did not pass a part of the GEE 21, yet one was allowed to walk and the other was not.

Mrs. Armstrong asked that the board and public remember the Ramsey Branch family in its thoughts and prayers. Mr. Branch is a special education teacher and baseball coach at Byrd and while on vacation his wife went into early labor. The baby boy is in ICU in Galveston with seizures and brain bleed and the family is staying at the Ronald McDonald House. An account has been set up at Chase Bank and staff was asked to share this information through the web site.

Mr. Pierson stated his concern about the off-line schools and the need for them to continue to be on the maintenance and upkeep schedule the same as if they were occupied.

Mr. Rachal requested a report on the list of employees at the alternative schools at the end of the 11-12 school year and where they will start or continue in the 12-13 school year, and that a copy of the State Statute on alternative schools and responses to the questions be provided to each board member. He also asked that "Pay Salary for Occupational Therapists" be added to the July agenda, and for an update on the school schedule policies.

Mr. Hooks requested that employees fill out the same survey in August that the Auditing Department recently conducted to get employee feedback after SunGard is implemented.

Ms. Trammel expressed her appreciation to the Transportation Department for a job well-done in their assistance with their church's summer camp. Ms. Trammel also asked the superintendent about the recommendation to implement SunGard and the information received and said she believes staff has done an excellent job. She said there are however some additional issues she would like to discuss with the Superintendent.

Mrs. Bell asked for clarification on the State Department doing away with the Leap, and what grades will be taking what test next year. She also asked if parent orientations will include copies of the policy on truancy and absentees. Dr. Dawkins stated it will be included in the package, including the Blue Book.

Mrs. Crawley asked Superintendent Dawkins to follow through with clearly defining the school day in our policies as shared by Mrs. Lansdale. Dr. Dawkins stated that he met with Mrs. Lansdale and the other employee associations and told them that staff will look at this and bring a report back to the board with a recommendation.

Mr. Ramsey asked that an item be added to the July agenda "Requesting that Staff Bring the Board a Budget at the March 2013 Executive Session and that the Final Budget be Approved in May 2013".

Adjournment. *Mrs. Crawford moved to adjourn. The motion was seconded by Mrs. Armstrong and vote on the motion to adjourn carried. The meeting adjourned at approximately 7:40 p.m.*

July 16, 2012

The **Caddo Parish School Board (CPSB)** held a public hearing in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Monday, July 16, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Reginald Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

President Riall welcomed those present to the public hearing for the Shreveport Charter Foundation's proposed Type 1 Charter School for 2103-14 – Magnolia School of Excellence.

Dr. Mary Nash-Robinson announced that a copy of the recommendation report is available for anyone interested in a copy.

Dr. Phillip Rozeman expressed appreciation to the District leadership for working with the group on the application, and they believe that education is local and if they are going to do a charter school, it will be advantageous to work with the community. Dr. Rozeman shared a personal experience with his son and how by the end of the third grade, he was reading on the first grade level. At that time, they were able to move him to another school and within the first nine weeks the teacher moved him from first grade reading level to the third grade reading level and he continued to excel from that point. He noted that while he was able to move his child to another school, not every child has that opportunity, which he believes is one of the important things about charter schools. While there are great schools in Caddo Parish, Dr. Rozeman said the choices are limited; and Magnolia will be a choice school not dependent upon some of the same factors in the public system's choice schools. He explained that the Magnolia School of Excellence has a diverse board of community leaders, and they are bringing in Charter Schools USA, a company that has a successful track record and financial stability. Dr. Rozeman asked the board to favorably consider this charter proposal as another opportunity for the children in Caddo Parish.

Earnest Lampkins, retiree of the Caddo Parish Public School System, shared his strong interest in education and his strong belief that every child can learn. Mr. Lampkins also shared his strong conviction that two important factors in any education system are a strong curriculum and effective teachers. These to him are priority because one teacher can make the difference in many students' lives.

Zazell Dudley, graduate of Booker T. Washington High School, stated that she comes from a family of educators and has the utmost respect for the public school system. She explained that her interest in charter schools initiated from her involvement in the chamber of commerce and it is her desire to work with school systems and choices. Ms. Dudley said it is her belief that the charter and school district can work closely together and offer successful opportunities for students in Caddo Parish.

Jackie Lansdale, president of Red River United, shared with everyone a speech she wrote in 1996 on charter schools noting a comparison between what the people thought about charters then and what they think now relatively to teacher certification, exemptions and BESE policies, oversight of budget and financial reports, professional rights re: tenure, sabbatical leave, evaluations; discipline guidelines, at-risk students, etc.

Jon Glover, Caddo employee, referenced the mission statement of the Magnolia School of Excellence and the similarity to the Caddo Mission Statement. She asked the board if the Magnolia School of Excellence will do anything different from what Caddo schools are doing, and if not, why?

Scott Hughes, Alliance for Education, stated the specific discussion should be around the merits of the Magnolia School of Excellence application and the need to come to grips with the larger issues that involve all of Caddo Parish well beyond the facts and numbers of the Magnolia application. He said this is an opportunity to explore Caddo Parish embracing in a small way what seems to be the way of the future in terms of Louisiana and National education trends. He said regardless of the outcome of the various lawsuits, change and choice are two obvious factors that the Caddo Parish School Board and every other board in Louisiana will need to address in coming years. He stated his support of choice and commended Caddo Parish for being open to consider different governance models because this group did not have to come before the board for approval, but could have submitted their application directly to the State, and would likely have received approval. However, the willingness by the local board to consider exploring new models allows choice while maintaining some level of local control. He, along with representatives from the chamber of commerce, encouraged the board to move forward and support choice by approving this application.

Lillian Priest recognized Michael Jackson from Senator Mary Landrieu's office present at the meeting.

Kimberly Williams, independent consultant working with local school boards, the state department and charter schools, clarified that Superintendent John White does not believe that certification warrants a teacher's success in the classroom, but that a teacher is able to get the students to where they need to be. She also explained that charters are required to abide by the same discipline policy that the local school system has in place; and relative to assessments, charters are required to take the same, as well as more, assessments as the local school system; that Charter Schools USA is incorporating what the state is using as its model, and tenure is only saying what is the best option for the children in Caddo Parish.

Mr. Riall announced that this item will be on the July 17th CPSB meeting agenda and board members may ask their questions at that time.

There being no additional speakers, the meeting adjourned at approximately 5:04 p.m.

July 17, 2012

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, July 17, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. President Riall announced that Board member Crawley will not be in attendance at today's meeting. Also present was Reginald Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 19, 2012 CPSB MEETING

Mrs. Bell moved, seconded by Ms. Priest, to approve the minutes of the June 19, 2012 CPSB meeting as submitted. Vote on the motion carried.

VISITORS

Phillip Rozeman shared with the board that on Monday at the public hearing he shared the vision of the Shreveport Charter Foundation, and today he will share the commitments to the Caddo Parish School System, including a school with grade level performance and achievement potential for all children, a commitment to the idea that all students can earn a high school diploma, an open enrollment charter school dedicated to this core commitment, and a plan based on accountability and empowerment in instruction to get there. Dr. Rozeman said they will bring a teaching staff of certified teachers, a competitive starting salary, a substantial budget with performance bonuses, and a focus on empowerment and classroom discipline. He said they will bring the first state of the art physical plant in Caddo Parish in almost three decades, a K-6 school with a 638 student capacity and will add a grade a year up to the 12th grade. They will also bring a diverse, independent board of community leaders that are committed to building another great school in Caddo Parish and be independent of any other organization, churches, etc., and not connected to the Alliance for Education, Chamber of Commerce, Community Foundation, et.al. He added that the group on the board each wears different hats and this is a separate initiative in building this charter school. Dr. Rozeman also announced they will bring the expertise of experienced national operators with a long track record of success by each, who are leaders in a Florida charter school movement, and who bring financial stability annually to every school in their network with 90% student and parent satisfaction in every school they are in. He said they are the only SACS accredited organization in the country for charter schools and this school will be SACS accredited on day one when it opens. He said he believes this is another opportunity for choice for all parents and students regardless of academics, athletics, or ability to pay. He closed by sharing an experience of attending a mission trip to Mexico and that you change the world one person at a time and the goal in this school will be to positively impact the 638 initial students and then the 200 plus that will be added each year.

Zazell Dudley addressed the board on the proposed charter school application and that they do not take the application process lightly. She said they have interviewed other charter schools across the state, and they are following due diligence so that they are appropriately suitable to provide the management needed, as is with Charter Schools USA that has been picked as of today. Ms. Dudley further explained that they will strive to be a contributor to a student's quality education, as well as complimentary through exercising and leveraging School Choice. They will have open enrollment and believe that all children can learn. Teachers that will be selected will be certified and/or competent to do the task set before them.

Dr. Melba Williams, Shreveport Charter Foundation board of directors, expressed appreciation to the Board for its time and commitment to this process. She addressed her personal interest in educating youth; and with their pool of students coming from students that Caddo educates, it is

their desire to make certain there are more students to reach out to. She expressed the appreciation to the superintendent and staff for the time invested in this proposed project and thanked everyone for their work for Caddo Parish.

Jackie Lansdale, Red River United, asked the board if it is still the Caddo Parish School Board, because she is unsure if under Act 1 the board can still call itself a board. She referenced a teacher contract between teachers and the board that she does not remember the board approving; and asked if that is one of the responsibilities removed from the board, why it would state that it is a contract between the board and the employee. She said there are many ways to get in touch with her and she would have welcomed the opportunity to sit down and discuss it. Contract to her means both sides come together and if the board doesn't believe teachers have a right to say anything, she differs from that. Mrs. Lansdale questioned how the board in all good conscience could ask a teacher to sign this contract. She asked that the board review the proposed contract and that a meeting be called between interested parties.

Celeste Powell, 12-month occupational therapist for Caddo Parish Schools, asked the board to reconsider a decision, when accepting and implementing Rahmberg's salary proposal, that significantly lowered all the OT and PT's salaries below market value. She said last year the board reversed that decision, which is very much appreciated; however, thinking that the board reinstated it for all the OTs, but it was not true for her since she is a 12-month employee. She said currently her salary, which is well below market value, will be frozen for the next eight years; and she would appreciate the board's consideration of reinstating her salary as well.

Jon Glover, employee, stated that her comments do not reflect on any employee of the Caddo Parish School System, but she speaks as a parent, grandparent and concerned citizen of Caddo Parish. She said Caddo has 46 academically unacceptable schools, two alternative schools, children who are at-risk are housed at these schools, and she asked if anyone knows the ratio of student, black to white. Ms. Glover said the 46 AU schools are predominantly Black and the majority of the students attending the alternative schools are Black, and asked if the Board sees a pattern. She further stated that she gained this information from the Louisiana Department of Education from 2010-11 statistics; and it would appear from this that the only Caddo students who are at-risk are students of color and asked if it is because we are not adequately using resources sufficient to the counterparts whose schools are not academically unacceptable. Ms. Glover further stated that in Louisiana alone, there are 380,000 students labeled at-risk and of that number, 7,500 students' academic needs are to be addressed via the voucher program. She asked what will happen to the additional 372,500 students, as Caddo has only been awarded a total of 88 vouchers and has a total of 46 AU schools and asked if everyone could see what she is talking about. With charter schools now espousing that they can do a job that our schools can no longer accomplish, and alternative schools turned over to an outside source, she questions if they can do something different than what has already been tried. As a proponent of public education, Ms. Glover said it plagues her soul to see the course that has been set for an inadequate education for Caddo's students. She said it is not the statistics that will educate our students, but only those persons who truly have a love for education; and until all begin to work together, a deterioration of education as none has seen will be witnessed.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JULY 17, 2012 CPSB MEETING

Dr. Mary Nash-Robinson highlighted the items for the board's consideration and the following items were recommended for the consent agenda: 7.02, 8.01-8.06, and 8.09-8.14.

Mrs. Bell moved, seconded by Ms. Priest, to approve the consent agenda as submitted. Vote on the motion carried unanimously and the following is a summary of the board's action on consent agenda items.

Item No. 7

Bids – Construction/Capital Projects. The board approved the bid of Rimmer Electric, Inc., with a Base Bid for the sum total of \$170,450 for Project 2013-403, “Queensborough Lighting Retrofit”; and to accept staff’s recommendation to terminate the contract with A. Williams Enterprise, Inc. for the construction of Green Oaks Paving Repair Phase II, Project 2013-212 for cause and that the project be awarded to Blount Brothers Construction, Inc., the next lowest bidder, with a Base Bid and Alternate 1 & 2 for a sum total of \$190,603.00. A copy of the bid tabulation sheets are attached and made a part of the permanent record of this meeting.

Item No. 8

Performance Evaluation Plan for 2012-13 and Job Descriptions for Classroom Teacher, Counselor and Librarian. The board approved the Performance Evaluation Plan for 2012-13 and the job descriptions for classroom teacher, counselor and librarian as recommended by staff and submitted in the mailout. A copy of the 2012-13 Performance Evaluation Plan is attached and made a part of the permanent record of the July 17, 2012 CPSB meeting.

Approval of Shared Services Agreement – Linwood Charter. The board approved the shared services agreement between Shreveport Charter School, Inc. and the Caddo Parish School Board as submitted in the mailout.

Approval of Shared Services Agreement – Linear Charter. The board approved the shared services agreement between State of Louisiana Recovery School District and the Caddo Parish School Board as submitted in the mailout.

Approval of Louisiana Compliance Questionnaire Resolution. The board approved the Louisiana Compliance Questionnaire as recommended by staff and submitted in the mailout.

Approval of Rahmberg’s Recommendations Regarding Position Assessments. The board approved the Rahmberg, Stover & Associates’ recommendations regarding position assessments (K-8 administrators, Bi-lingual clerk, assistant foreman, mechanics; and senior computer tech, child nutrition programs) as submitted in the mailout.

Resolution Ratifying the School Board’s Sale of Hosston and Hendrix Schools. The board adopted the proposed resolution ratifying the acts of Tim Graham in signing the deeds of the Hendrix and Hosston properties to the respective buyers as submitted in the mailout. A copy of the resolution is attached and made a part of the permanent record of the CPSB July 17, 2012 meeting.

Approval of Revised Oil, Gas, Mineral Lease Resolution, re: Kirby Oil. The board approved the revised Oil, Gas, Mineral Lease Resolution, re: Kirby Oil, as recommended by legal counsel and submitted in the mailout. A copy of the revised resolution is attached and made a part of the permanent record of the July 17, 2012 CPSB meeting.

Approval of OGM Lease Resolution, re: Tacoma Energy. The board approved the proposed resolution requesting the Louisiana State Mineral Board to seek proposals, etc. for Tacoma Energy Corporation’s lease request, and a copy is attached and made a part of the permanent file.

Approval of Cooperative Agreement between CPSB and Shreveport Job Corps Center. The board approved the Cooperative Agreement between the CPSB and the Shreveport Job Corps Center as recommended by staff and submitted in the mailout.

Outside Use of Bethune School. The board approved the request and hold harmless agreement from Free Spirit Church for long-term usage (August 5, 2012 through October 28, 2012) of the auditorium and one classroom at Bethune Math Science Academy.

Recommendation for Approval of Land Donation. The board approved the acceptance of the donation of land located at the corner of Cody and Lister to the Alexander Learning Center.

Permission to Bid Lease Agreement for Vacant Property located at 2805 Missouri Avenue. The board approved bidding out for lease the CPSB property located at 2805 Missouri Avenue.

SALARY SCHEDULE FOR OCCUPATIONAL THERAPISTS

Mr. Rachal moved, seconded by Mrs. Crawford, for administration to look at the one employee (occupational therapist) and bring back possible options for the board's consideration. Mr. Rachal withdrew this motion, and Mrs. Crawford withdrew the second. Mr. Rachal moved, seconded by Mrs. Crawford, that this be sent back to Rahmberg for review and a recommendation brought back to the board in August. Vote on the motion carried unanimously.

REQUEST THAT STAFF BRING THE BOARD A BUDGET AT THE MARCH 2013 EXECUTIVE SESSION AND THAT THE FINAL BUDGET BE APPROVED IN MAY 2013

Mr. Ramsey moved, seconded by Mrs. Armstrong, that staff bring the board a budget at the March 2013 executive session and that the final budget be approved in May 2013. Mr. Ramsey stated that the process followed this past year began in February; and based on staff's comments, March appears to allow for more time and information needed and still allow ample time for the board to meet, discuss, ask questions and be prepared to vote on a final budget in May, which provides the District a direction for the next school year. Mr. Rachal expressed appreciation to Mr. Ramsey for bringing forth this motion, and asked if in March the board could receive the full budget that includes everything. Mr. Pierson asked for clarification of the motion and will this alleviate the budget work sessions, and Mr. Riall verified that staff will bring the proposed budget in March and the president of the board at that time will set budget work sessions between March and May for budget discussions. Vote on the motion carried unanimously.

SHREVEPORT CHARTER FOUNDATION'S PROPOSED TYPE 1 CHARTER SCHOOL FOR 2013-2014, MAGNOLIA SCHOOL OF EXCELLENCE

Jackie Lansdale, president of Red River United, referenced a story shared at the public hearing for the Magnolia School of Excellence on Monday regarding a student struggling in school and the parents' opportunity for choices that helped make this child successful. She also shared with the board that her youngest son was in Kindergarten in 1996 and she was told he may need to be held back; but it never occurred to her to blame the teacher for his struggles; but at that time, as the parent, she did what needed to be done to help him succeed. Mrs. Lansdale said it is not a blame thing, but it is a time to ask what needs to be done. She also stated that she does not want anyone to think she is anti-charter schools, but she believes we need to look at what works. Noting this group's intention to build a new school, she questions where was this group when the board was discussing building two new schools, one in Southeast Shreveport and one in Greenwood? She also said everyone knows that having good quality teachers in the classroom works and one way that is measured is by certification which gives a degree of assurance that this person has met some credentials and standards. She asked that a commitment be made to universal pre-kindergarten and to getting the children the help they need early on, paying our teachers and getting them in a program such as TAP, and focus on things that we believe will work. She also reminded the board that the current two charter schools are not working, and that is probably because the real issues plaguing those schools (socio economics) were never dealt

with. If a child cannot read in middle school, a child will not be successful; and again reminded the board that there is nothing irretrievably broken in public education that, if we put the money and time on what is important to us, can't be fixed.

Keith Anton, business owner, shared that he is a young business owner that is very vested in the local economy. Mr. Anton said he is hiring younger and younger employees; and as he does, he is finding that many of them are in need of a lot of training. He stated that he finds it exciting with the charter schools that there is opportunity to educate the students with new and innovative ways. Mr. Anton also explained that he also become interested in charters when he reviewed the data from the Louisiana Department of Education web site and stated his support of the movement to charters. He also clarified previous statements regarding vouchers and that vouchers are not required for charter schools and anyone can attend these schools. Mr. Anton also stated his lack of understanding at being faulted for not bringing this proposal sooner, because they are here now and trying to make change. He also noted that regarding certification, he believes qualified teachers are needed and he doesn't believe a school can run effectively and pass the stringent charter school requirements without hiring qualified teachers. Mr. Anton stated his excitement to see the new opportunities that can open up as a result of implementing charters.

Frederic Washington said there is not a question of whether or not the Magnolia School of Excellence will exist, but the question is who will be the governing agency to authorize a charter, the Caddo Parish School Board or the Louisiana Department of Education? He noted all the various forms of education reform and that when one listens to all the input, one must reach a point that the board agrees to embrace this concept and that it will be better if the Caddo School Board has a hand in it and works with the stakeholders to have some sort of influence and to make sure that they are qualified and certified. He encouraged the board to become more receptive to these changes and beat the State Department of Education at its own game. He added the largest districts in Louisiana have already reached out into the community to create charters; and he believes it is smart to not create any dissension by saying we will not accept charters as this is not the first or last. He encouraged the board to embrace this and do it in a way that the board will have some autonomy in it.

Ms. Priest moved, seconded by Mr. Ramsey, that the CPSB authorize Shreveport Charter Foundation, Inc.'s formation of Type 1 charter school, Magnolia School of Excellence in accordance with its application and authorize the superintendent and the president to execute any documents necessary in order to effectuate the formation of the school. Ms. Priest shared that she has reviewed the proposal and also visited the Orleans Public School District, along with an 11-member evaluation team made up of representation from all areas within the Caddo Public School System. She said she believes in looking at the various components, she believes it is in the Caddo Parish School Board's best interest to move forward even though we may not agree with all components of the reform. Ms. Priest stated she prefers for the district to be in a partnership role rather than an adversarial role. She believes in certification and that students should be tested at the same level as any student in the public school system, and that by accepting this type of charter, and as the governing authority, it gives us a partnership arrangement with Caddo receiving a 2% management fee as well as the possibility of negotiating on possible support services if they wish. Mr. Ramsey echoed Ms. Priest's comments and anyone not realizing this change was coming after completion of the last Legislative Session must have had their head in the sand because legislation incorporated charter schools which will be a part of public education moving forward. Mr. Ramsey said he has been an advocate of this for a long time and if an appropriate partner comes forward in the application process that can be a viable partner, it is something he believes we should be involved in. Per Mr. Ramsey's request, Mr. Abrams shared with the board that during his review of recent legislation, he pointed out the piece that stated BESE will not be authorizing schools as Type II charters but will create an entity that will be a 1B authorizer to come in and authorize such a charter as

Magnolia School of Excellence to compete against the local school system. Mr. Abrams stated that the pros would include it is a Caddo Parish School and they will be Caddo Parish students, funding comes to Caddo Parish, disbursements come from Caddo Parish, which means the Caddo District controls the flow of money in and out. He also stated that they will be required to submit reports to the Caddo Parish School Board, and if they are not in compliance by doing so, they will have to respond to the Caddo Parish School Board. The 2% administrative fee means that the local school district will receive 2% of the funds coming in to make sure everything is being followed. Mr. Abrams also stated that it is not the same as the Type 5 charter (RSD). He also explained that with this contract, disciplined students cannot be bumped back into their regular school, but the money will follow the child and they will be sent to one of the alternative schools being run by Ombudsman with Caddo controlling the money that follows the student. In a Type II charter, Mr. Abrams explained that the RSD gets the reports, they can cherry pick the students and Caddo will not be clear if they recruit students from around the parish or not. Also, if the students are in a Type II, BESE-run school, we will not have access to this information. Another avenue that as board counsel he is concerned about is in a recent discussion with the State Department of Education staff learned that the schools in which Caddo is under an MOU (Woodlawn, Fair Park, BTW and Green Oaks) were put out for bid for charter operators for these schools. In sharing their concern with the State Superintendent, he told them that he could go to BESE with old MOUs and have them removed (cancelled) which in essence said to Caddo that either Caddo fixes these schools or the State will take them and fix them. To him, Mr. Abrams said this will not be the last discussion the Board has on charters and he believes the board's comments and how it deals with this reform will reflect on the future of Caddo Parish. Mr. Abrams also reminded the board members that in accordance with law, this group did not have to present their application to the local board; however, he believes rather than going directly to BESE, they are interested in working with the local board.

Mr. Ramsey encouraged board members as they vote tonight to remember that how the Caddo Board votes on this issue will send a strong message to the State Superintendent and can have a long-reaching impact. He also stated that if the local board turns down this application, this group will present it to BESE at its next meeting, so he encouraged the board to vote yes on this motion.

Mr. Hooks stated that while he is not a proponent of charter schools, he questions why the board is prolonging the agony. He said charter schools are here, and they are all over the United States, and Caddo has an opportunity to partner with this local group. Mr. Abrams pointed out in the contract that the CPSB has oversight and monitoring of everything. Mr. Hooks stated that since this group has presented the application, he would like to hear from them. Ms. Williams stated that they are interested in being a partner and is why they presented their application for a Type I charter which means they will answer to the CPSB and held accountable to the CPSB. Mr. Hooks stated he does not see this group as the board's adversary, but he sees them as someone that has come to help and he sincerely hopes this group sticks to its word. Mr. Hooks referenced the Louisiana School Boards Association conference where he heard that once the State takes a school, we don't get the school back; and he remembers also being told that the District should get a private organization to buy into the Caddo Program and hopefully save the District's school(s). Mr. Hooks asked if the board doesn't accept this charter application, will the State come in and take over the small schools? Mr. Abrams responded that is correct and this is a separate school; and at the present time, Caddo has four schools under MOUs and the State has put on their website that they are looking for operators to begin in the 2013-14 school year. He further stated his belief the State is planning to make some changes and it is only a matter of time before they attempt to take over some schools or require that the District do something drastic to save them, because the State Superintendent said they have been like this for too long, MOUS are the way of the past; and they want to see results. Mr. Hooks said he has been telling the board and the public for two years that charter schools are coming and they are now here. If the District has a voice, he believes we need to jump on this.

Mrs. Bell stated that she has listened, but at this time is still unsure what this charter school will offer. She referenced comments in the paper that this charter has great choices but noted that Caddo also has great choices for its students. She asked Mr. Abrams what will this charter offer that is different from what is currently offered in Caddo Parish? Dr. Rozeman said he believes there are some great schools in Caddo Parish and they are looking to build another great school. Regarding choices, he believes a lot of choices in Caddo Parish are based on academic potential and there are a lot of magnet schools. He explained that this proposed school will be an open enrollment charter school and will not have a test to determine whether or not one can get in the school. It will be a lottery and, by law, will have the same demographics as exist in Caddo Parish; it will be at least 2/3 minority and 2/3 free and reduced lunch; so it is an offering to those that he believes have not had the ability to have a choice. Dr. Rozeman further stated he believes it will be a place that parents and students can go if they are unhappy with the school they are in because of an academic issue, bullying, etc. He said it is also different in that there is no test to get in, one does not have to be athletic to get in, one does not have to have a lot of money as in some private schools and it is a choice for those who have had less choice than others. Mrs. Bell said she believes Caddo has schools that one does not have to be athletic to get in and asked if she understands correctly that choice does not mean it will be another academic magnet charter, and Dr. Rozeman confirmed that is correct.

Mrs. Bell stated that in reading the application she did not see one word that addressed special needs and autistic students and asked what is this charter school's plan for addressing these needs? Dr. Rozeman said it is a lottery, but by law, special needs children who enter the doors of the school will be addressed and with this charter being a partnership, they can come to the local District leadership regarding ways to adequately meet the needs of the special needs students in this school and work out agreements for addressing those needs. Mrs. Bell said she still believes this group is asking for something for their school that Caddo already has in place; and she is looking for something different that this school will offer students. She also asked how discipline and truancy problems will be addressed, i.e. when a student is expelled, where will that student go? Shakona Fowler with Charter School USA explained that the discipline procedures will be addressed the same as Caddo Parish Public Schools enforce. She said the difference in their school is in the curriculum which is outlined in the application. It's a research-based curriculum that has been in place since 1997 when their first school was opened. She said the curriculum is a guaranteed and viable one and the students and teachers have the opportunity to teach and learn in order to progress to the next grade and to be successful in school. Ms. Fowler also explained that part of what makes the curriculum different is it is very data driven and a lot of operators want to say theirs is data driven; however, the way their curriculum plays out in their schools, assessments and re-assessments indicate where students are ahead, their shortcomings, and teachers can use the data to tailor a student's instruction, lessons, homework, etc. Mrs. Bell said she is aware of this; however, she still wants to know what will happen when this school expels a student. Ms. Fowler assured the board that they do not want to their Student Code of Conduct to differ from what Caddo Parish is currently doing. Mrs. Bell clarified that sometimes the charters expel students and the students return to the public school system. Mr. Riall reminded the board members that this time is designated for questions and answers about the item and not dialogue and dissertation. Mrs. Bell asked, since this group asked Caddo to partner with them, and the paper stated today that the charter schools do not have to abide by some of the rules that the public schools must abide by, that someone clarify the contract and if it will be a problem that the Caddo School system monitors the charter school based on the same criteria/rules that the State does the local school system? Dr. Rozeman explained that the "theory of action" of this charter school combines three things and is much like TAP, with the real concentration on curriculum that has worked well in other places and when you add innovative individual learning plans, they believe they are building something that will be excellence for this area. Mrs. Bell asked about the recommendation from ESP (Education Service Provider) and their concerns relative to the lack of detail in the proposal, i.e.

community and character promotion; project-based learning; the extracurricular activities; high school planning for career and college instruction; lack of a clear, true picture of a day in the life of a teacher and student; makeup and strength of the Board of Trustees; school site with no explanation of the funding for the facility; and the budget as presented. Mrs. Bell expressed her concern that the board is being asked to vote on something that concerns have been expressed and answers have not been given. Ms. Fowler responded that she was in the interview with the Naxis staff and their response to the questions asked was that they would get a series of follow-up questions and have an opportunity to respond to them. At that time they did not articulate any questions to the group to be able to provide a formal response to them. Being a new start-up, they cannot anticipate every need that may come through the doors of the school, but they did respond to the group that they looked at the benchmarks at other schools and how to address these needs as they became aware of them. Mrs. Bell said she believes the board needs to read this and noted her passion for the needs a student has relative to autism; and she is bothered that this group had concerns and questions that have yet to be answered. Dr. Rozeman said it is their intent to provide answers to every question and to work through issues. With the opening a year away, these things will be provided and worked through to be prepared. Ms. Fowler referenced A6 in the binder provided on the special needs of students and processes/procedures to be followed in addressing these students' needs. Mrs. Bell stated the concern over the statement made at the public hearing that Superintendent White said they did not have to hire certified teachers; and she believes this is a conflict. Mr. Abrams said that is not required by the law. Dr. Rozeman responded that it is their intent to hire certified teachers as is Caddo's intent. Mrs. Bell said she only asks for a charter that will do something different than what Caddo is presently doing. She also asked about the effort to build four new schools in Caddo Parish and the answer was "no". She asked where will the new facility be built, and can it be built where they want? Ms. Fowler responded they are still looking at possible sites and do have a set of parameters. Mrs. Bell asked about the reference in Type A that specifies a new facility must be built; however, the contract states if this is not possible, a current site and building might be available.

Mr. Rachal shared his concerns about the budget shortage of \$3-\$6 million each year and asked when does the new charter school begin being rated from the State? Since this will be a Caddo School, he asked if the rating will come through the local school district? Also, do local revenues follow the students? He asked if, with the contracts between the charter and the Caddo Parish School Board, a Charter Type 1, applied for and approved at the State level, can still go through the local board if the local board did not approve it? He asked if Charter Schools can be built and run that are neighborhood schools that are not takeover schools, and can we advertise for charter schools to take over the AU schools previously mentioned? If the State can advertise and get out of MOUs, can Caddo advertise and get out of MOUs?

Mrs. Crawford shared that eight years ago she listened to someone address the destruction of public schools in this country and she never thought it would happen. After she was elected to the school board, she began to see changes; but when her children were in public schools, she was actively involved in the PTA and they worked hard to keep vouchers and charter schools away. While she understands vouchers and charters are here, she stated that this doesn't mean she likes them or that she supports them; and she shared with the board that her reasons are the same as the reasons she gave years ago on a Federal level. She said it is very hard for her to vote the way she will today because she is not convinced that we have the answers. In reading the information, she said it was just like every other document/report that has been presented to the board, i.e. Best Practices, language in the report, people they will hire, free and reduced lunch percentages, which is mimicking the Caddo Parish schools. She said she is trying to understand the difference in the proposed charter and what Caddo is currently doing, and she is not finding that difference; and she hopes to receive answers to some of these questions if this group receives Caddo's full support. Mrs. Crawford stated her 100% support for public schools and today's vote is a difficult one for her.

Miss Green said she is excited about trying something different and the partnership. She said she feels the board members did a great job in presenting the proposed school; however, her problem is she has already shared with her district how opposed she is to charter schools

Mr. Pierson shared he has a different take on this proposal and reminded the board and staff that there is still work to do. He stated he supports the charter; however that is not going to solve the issues in Caddo Parish, and he believes the children attending the charter will be those children who probably need less help than those who will remain in the public schools. Mr. Pierson said we still have a reputation to save, and we still will be looked down upon because schools do not take exams and when you talk about a School Performance Score, it's really a Student Performance Score. If the students are not performing and the lower performing students remain in the public schools, we will still be considered as not doing well with these students. Mr. Pierson said he believes this charter school will do well; however, we can't forget that there is work to do and we need to make that our focus.

When speaking with members of the charter board, Ms. Trammel shared her concern relative to board tenure and if the board will continue to make sure the school is set up or will this board be in place throughout the process of building the school and opening it? Ms. Fowler explained that the board that made the presentation will be the board that will be in place when the school opens and will make sure that everything is implemented correctly and as proposed. There presently are no tenure limits on the board members. Ms. Trammel also asked if there will be policies written to govern both boards (the charter board and the Caddo Parish School Board)? Ms. Fowler responded that the governing board of the charter school will abide by the regulations put into place by the Caddo Parish School Board. Ms. Trammel referenced the quote in the paper that the charter would not be governed by the same set of rules as the public schools. Ms. Fowler explained that the charter from Caddo Parish states they must abide by all the rules and regulations of the contract between the School Board and the governing board of the Magnolia School of Excellence. Ms. Trammel said while they have only seen a draft of the contract, she believes what they have seen is close enough to grasp and give an o.k. Ms. Fowler added that at this point there are still some "what ifs" and when the contract is completed, their bottom line is to be compliant. Ms. Trammel noted the apparent confusion regarding what will be special or different about this charter, and she sees that this charter is coming in under the umbrella of the public school system, and because of that, she too is questioning what she can expect to see different in this charter school. Ms. Fowler stated that what is different is what's different with their educational model and came after a site visit to Lake Charles to observe and visit with the staff and students. Also, what is different is they believe, and have seen in their other 47 schools, that the curriculum they use has been successful and helps students achieve academically. Ms. Trammel shared that she believes there should be a parallel between the two, and Ms. Fowler responded that is correct and they do not want their discipline procedures to be different than Caddo's; and they do believe that this application offers something above and beyond what the local school system offers.

Mrs. Armstrong said she is a public school person; however, she does feel that the time has come to be re-energized and accepting of other strategies that can be used in these new ventures. She said we don't teach the same way she taught when she began her teaching career and the opportunities to be creative teachers are not the same. Mrs. Armstrong stated she believes this entity seems to allow for more opportunities for more creative teaching than what we are allowed to teach in public schools today across the State. She added she believes the State is hog-tying our teachers with all of the manifestations that are supposed to improve education, but the jury is still out. Mrs. Armstrong stated her support for this charter and that she hopes it will live up to the expectations to regenerate in its performance. With this being a difficult vote for many of the board members, she said she believes it is a new day and they not only need to support it, but to be enthusiastic about its success, because if it is successful, so will the students be successful.

Mr. Riall said the only perception of charter schools that the board has is when State Superintendent Paul Pastorek shared with the board when asked for more time to turn around Caddo schools that Caddo had had all the time it needed and he was taking over our schools. He stated that he believes this group of concerned citizens want to assist and help us educate Caddo's children, and will bring in a new Caddo school to do this. Mr. Riall noted this group is not a foe, but a partner; and while he realizes the District is in uncharted territory, he believes we need to step out and support this.

Mr. Hooks called for the question, seconded by Ms. Priest. Vote on the motion to end debate carried unanimously.

Vote on the main motion carried with Board members Green and Bell opposed, and Board members Riall, Pierson, Hooks, Trammel, Priest, Crawford, Ramsey and Armstrong supporting the motion.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest reminded the board members that at their stations is information for board members who have not completed their Ethics Training. This has been scheduled for August 21, 2012 at 3:00 p.m. in the IT training room, prior to the Board's regular meeting at 4:30 p.m.

Mr. Ramsey asked that an item be added to the agenda for the Superintendent to provide an update on how the July 15th SunGard conversion went.

Mrs. Armstrong asked for an update on the possibility of the Caddo Parish School Board establishing charter schools.

Mrs. Armstrong also asked that staff look at rekeying Keithville School due to the age and wear and tear on these.

Mr. Hooks expressed appreciation to everyone, on behalf of he and his wife, for the many expressions of sympathy during the passing of his mother-in-law.

Mrs. Bell announced that Tabatha Taylor's child, as a result of the iPads placed in student's hands, was able to respond to his mother's questions after not being able to for 17 years.

Ms. Trammel read a card and note from her family in appreciation for the many kind words and expressions during the passing of her Dad.

Mrs. Crawford asked that the superintendent schedule a meeting with the teacher organizations to discuss the teacher contract.

Dr. Robinson welcomed the Magnolia School of Excellence to the Caddo family. She also announced that on Wednesday, July 18th at 3:30 p.m., Southwood High School, approximately 300 retirees will be recognized at a reception. Dr. Robinson also announced that State Superintendent John White will be guest of the Caddo Parish School Board on July 24th.

Adjournment. *Miss Green moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:47 p.m.*

July 24, 2012

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, July 24, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Charlotte Crawley, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Superintendent Dr. Gerald D. Dawkins and Legal Counsel Reginald Abrams were also present. Ms. Priest led the prayer and Pledge of Allegiance.

President Riall welcomed everyone to the meeting to hear from State Superintendent John White on *Louisiana Believes*. Superintendent Dawkins explained that because of a special called BESE meeting in Baton Rouge, Superintendent White will not arrive in Shreveport until approximately 5:30. President Riall called a recess until Superintendent White arrives, and the board recessed at approximately 4:39 p.m.

The board reconvened in open session at approximately 5:37 p.m.

State Superintendent John White – Louisiana Believes. Superintendent Dawkins again announced that Superintendent White is in route to Shreveport; however, his staff is prepared to begin the presentation until his arrival.

Erin Bendily, Deputy Superintendent for Policy and External Affairs; and Joan Hunt, executive counsel for the Department of Education, who are thoroughly familiar with the presentation began with Ms. Bendily sharing initiatives underway in the State Department of Education, many which are in response to the recent Legislative Session. With the time being one of a lot of change in education, Ms. Bendily said their staff is available to assist school districts with these changes.

Ms. Bendily explained that *Louisiana Believes* stems from their belief that every child can learn; and legislation implemented this past Legislative Session will highly impact education, i.e. Act 1 is one of those legislative pieces. She explained that Act 1 is focused on empowering teachers and school leaders to be able to make decisions easily in response to needs on the ground and to make decisions based on the data we have on other successes. Ms. Bendily also explained Act 2's focus is around empowering families by providing them additional options through public schools, charter schools, scholarship programs, etc. She also added that the third major education piece is early childhood education and the mandate to bring all efforts for early childhood education together to make certain all children are kindergarten ready and are getting what they need socially, emotionally and academically.

Ms. Bendily further highlighted Act 1 which requires change to some school board policies, hiring and personnel decisions, timelines for making everyone aware of new requirements, and making sure everyone is in compliance with the new law. She stated that Act 1 is the legislation that links teacher performance and student outcome (evidence of student achievement) through multiple assessments and personnel decisions, i.e. tenure, dismissal, compensation, and seniority cannot be used as the majority factor that drives decisions. She explained that one requirement in this law has to do with the district letter grade of C, D or F, and beginning July 1, 2012 the requirement to have specific performance targets. Local districts must also present a copy of the local Superintendent's contract to the State Department and when contracts come up for renewal, it's important that they fully understand what these specific targets mean. Templates with model language that all districts can use are available to assist districts in developing this. They also must, by September 1st, adopt a reduction in force policy that is based upon demand on performance and effectiveness. By January 1st, the law requires that salary schedules be revised for teachers and school employees based on the area of effectiveness, demand by subject area, certification and experience, and only refers to salaries and not stipends or other performance

based incentives. She also announced that networks have been developed within the agency to assist districts in implementing the evaluation system as well as in the transition to the Common Core State Standards.

Ms. Bendily further explained that the last part of Act 1 is the deadline for local school districts to place the hiring and placement decisions of teachers and other school personnel to the principal and superintendent. Along with school principals, school personnel employment decisions must be based on performance, effectiveness, and qualifications, and eliminating seniority as the primary criteria in making all personnel decisions.

Superintendent Dawkins welcomed State Superintendent John White to Caddo and announced that he and Mr. Abrams met with Superintendent White and Superintendent Dobard from the Recovery School District and agreed to wait until all test scores are released to determine how to address the four lowest performing high schools – Green Oaks, Fair Park, Woodlawn and Booker T. Washington. They will meet again in late summer or early fall to come up with a solution.

John White, State Superintendent of Education, apologized for being late and stated that it is an exciting time in education in the state and a time we can make great things happen for the children in Louisiana. He stated that in sharing *Louisiana Believes* with the school districts, he hopes everyone senses the feeling of togetherness; because they believe if the State and districts do not work together, the plan nor the schools will be successful.

He highlighted the State's plan, *Louisiana Believes*, and his appreciation that the local district has complied with the first component of the superintendent submitting his contract. The second piece, reduction in force policy, is due in approximately 6 weeks. Mr. White stated that with Caddo being one of the largest districts in the state, he understands everyone will not be in total agreement on everything; however, he believes if we maintain dialogue, we can be successful. In everyone talking about improving education, Mr. White pointed out that in looking at the data, there are groups that are improving and showing progress, with Louisiana being a leader in education reform over the past 10 years, i.e. accountability before President George W. Bush and No Child Left Behind, comprehensive curriculum, Choice (La4), charter schools, Recovery School District, etc. While we have made great progress, he believes we can also say we have a long way to go. Statistics reflective of students entering high school and the percentages and numbers of those that will graduate, those that will go to college, etc. were also shared with everyone. Since we have a technical work force, it will be necessary for 50% (minimum) to gain education beyond high school and it will be a challenge to prepare them for these jobs. Mr. White said *Louisiana Believes* basically states it is time to “turn the page” and the best way to get there is to put faith in the hands of those closest to the children – educators and parents. If we believe the children can achieve a college education or career, then we must put our trust in those that love and care for them and know them; and that is their parents and their teachers who see them everyday.

The three areas Mr. White proceeded to cover were Belief in Teachers, Belief in Students and Belief in Parents with the goal to start with early childhood education, because at this time 52% of the students are entering Kindergarten ready and 60% of the students are ready for the next step beyond high school. Mr. White explained that this plan was developed through meetings all across the state with districts, schools, and communities; and it began with the belief in children. With early childhood centers in place all across the state getting 80-90% of the children ready for Kindergarten, there is still 10-20% of the children that are not ready for Kindergarten; and he doesn't believe it is right that some children do not have the opportunity to be a part of an early childhood education program. He also shared his excitement over the implementation of the new Common Core and Compass systems and the changes the boards will see over time relative to assessments and the 24 states that will be taking the same assessment by 2014-15. Also

important in upcoming changes is the accountability system that supports the Common Core curriculum and creates incentives to challenge the students.

In looking at the Belief in the Power of the Family, Mr. White said he understands the differences in opinions in this area; however, he believes parents should have the right to choose, and hopefully they will work to help make these schools better. He commended the district, as well as those community partners involved in public education, for the commitment to work together with the Recovery School District on how struggling schools can be turned around. Also, relative to accountability, he doesn't care whether or not a child attends a traditional public school, a charter public, a Type 1, or Type 5 charter, as long as we are doing what is right by the child and that all children are being assessed on a level playing field. Mr. White also stated there is a concern that too many of our children are being left behind and it's not just students that are not receiving a diploma, but students receiving a diploma with no direction once they leave high school. He stressed the importance of developing skills beyond high school as today's economy is not kind to those who do not have needed skills. Thus they are proposing to have a career education program in the state and an apprenticeship type model where particular industries can prepare its future employees.

Finally, Mr. White said if we are going to prepare students for college while they are still in high school, then we need to truly do just that. He said our students are as good as students in any other state, and the State's plan is to expand advanced placement and began this summer by training 3,300 teachers across the state in advanced placement; and the State will pay for any test administered in the district for any low-income child or new advanced placement courses.

Mr. White shared that at the State Department there is an office for everything, and it is a problem that everyone is always needing to call the State Department for permission to proceed in any area, when all they need to know is what to do for the 25 students in their classroom. He said the network teams and staff specialists are in place to help districts and teachers and they will be flexible with local district teams to help observe teachers, to assess student learning, and to collaborate. He also added that it is time now to change the rules that dictate a teacher teaching a certain thing on a certain day and that 90% of instruction must be approved by eight people in Baton Rouge. He said this will not cut it anymore; and the rules have changed and administrators are now free to choose the content they desire to teach. Finally, Mr. White stated if superintendents and principals do not want accountability for who is in the classroom and how the dollars are being spent, then he believes there is a bigger problem to be addressed. School based budgets will be expanded across the state and the principals and superintendent will be empowered to choose the right people to be in the schools and the classrooms.

In closing, Mr. White said he hopes, that as controversial as it is, that the board members and superintendent agree to what's before us and move forward and seize the opportunity to do something to help all of Louisiana's students.

Mrs. Armstrong asked if the private and parochial schools will be assigned a letter grade as the public schools? Mr. White said they will not, but they will be assigned a scholarship co-hort, which is a mirror of the school performance score assigned to the schools. Mrs. Armstrong asked if only students that receive vouchers will be tested or will the entire student population be tested? Mr. White said only those students who receive the scholarship or publicly funded which is a Legislative decision. He said the rationale is that it is public funds and the public should demand accountability for the outcome. He also stated that the average tuition is approximately \$8,500 and the scholarship is approximately \$5,300 which is a total of \$18 million in savings.

Mrs. Bell asked if a student receives a voucher and attends a private or parochial school, and the student is expelled, does the money come back to the district? Mr. White explained that with the MFP money and charter, there are two counts – one on October 1 and a second count on

February 1. With the scholarship option, there are four counts – October 1 and February 1 (where they keep the money); however on the December 1 count, the money will return to the home school. Mrs. Bell referenced comments on the testing and Mr. White explained that when he presented that the test results would be compared to 24 other states, he literally meant that because 24 states, by the fall of 2014, will be taking the same test at the same time. He further stated they are excited about this because for the first time it will give the State a really good benchmark on how well we are doing; and it will give the teacher information across the year as to how well a student is doing. Mrs. Bell asked if this will replace the test currently in place and Mr. White responded that it will replace the test in Grades 3-8. Mrs. Bell asked about the due process for teachers when the principal feels that a teacher is not adequate for the classroom, and will this teacher be able to defend themselves. Mr. White said absolutely and there is a provision stating that the school board must have an arbitration hearing; and as a board, the teacher has the right to have an arbitration process. This is different with a tenure due process. Mrs. Bell asked if a teacher will have an opportunity to meet and discuss her side? Mr. White responded yes and after that there will be an improvement plan at the first ineffective evaluation. Mrs. Bell asked if she understands the board will not have anything to do with this process? Legal Counsel for the State explained that a teacher with an ineffective rating has the right to grieve that rating and if they are a probationary teacher they can actually be dismissed at that point; however, a tenured teacher has an opportunity to respond to the rating within seven days and appear before a panel comprised of the superintendent's designee, the principal's designee, and the teacher's designee. She also explained that in no way can a designee be an immediate family member or employee of the school system by which the employee is employed.

Ms. Priest asked for clarification of the response that only the students with scholarships will be tested. Mr. White said that is correct and it would not be legal under the law to make them do it. Mr. White also stated that of all the students that applied for scholarships in Caddo Parish, only 18% were granted scholarships, and it is relatively a small number of students in Caddo Parish that are being publicly funded. Ms. Priest asked if the private and parochial schools will be held to the same standards? Mr. White responded that the plan approved by BESE today actually puts them at a higher level. If a school program fails, Mr. White also reported that the school will not be allowed to take any students the following year. Ms. Priest also asked about Advanced Placement and Dual Enrollment, and Mr. White's statement that the state would pay for these for students. Mr. White said in advanced placement, teacher training should be charged to the state; and they are doing this for low-income schools. Relative to the Reduction in Force policy, Ms. Priest asked Mr. White about the September 1 deadline to revise this policy and if the district must now base the RIF on an area that is more subjective. Mr. White said this is new to the state for the first year, and if it should happen, it will be done by licensed areas in order of the ratings of teachers. He added that at this time, it has not been adopted by the board but it is a law of the parameters of the board's policy.

Mrs. Crawley shared with the board a recent study, a 20-year research program, out of the University of Arizona where they rank the states and those with the most rigorous testing and their successes according to No Child Left Behind and Louisiana still ranks among the top. She also noted another list where a test was given that truly rated a child's achievement and ability to think and the states that did High States Testing actually scored the lowest. This study also ran mostly along states with high minorities and those with punitive action. She also asked about the Common Core coming as a brain child from a Governors' conference, and the fact that Governors are not educators but politicians. Also, it states that Common Core is less rigorous and that they follow all the tests and how a student grows and improves in the test scores to say how much they have improved, but in reality they are doing the opposite. She asked Mr. White if he is familiar with this study and if these 24 states are the top states; and Mr. White said he is familiar with similar studies. Mrs. Crawley also noted that the person who wrote this and initially signed onto Common Core, did not sign onto it in the end, and she asked if this is more a ploy to lower the standards so they are testing even more? She also asked why can't we come up

with a test that is truly approved. Mr. White said he truly believes the students will do better, but he also thinks there is a more creditable way of measuring the test. Mr. White explained that 46 states have adopted the Common Core and 24 states have come together to design tests that will meet the standards, and he believes the Common Core will make the teacher's life and job easier. As evidenced, he shared that Massachusetts is the only state where the performance on a national assessment for education progress compares to the top countries around the world; and is why they got with this group to expand on it; and he believes the very first testing rate will be very humbling when compared across the country. Mrs. Crawley asked about the value added model versus the TAP program, and referenced a district program that has been highly successful, asking why all districts were not encouraged to check this program and what could the board do to participate in the program; because when she approached staff about participating in the TAP Program, she was told we could not. Mr. White said a debt of gratitude is owed to DeSoto Parish for showing all other states what they need to do about this; but as good as TAP is and as good as DeSoto Parish is, he would not say that it is rocket science; and what Caddo will be doing next year relative to observing teachers, providing feedback, using data and providing incentives in essence is what TAP is doing.

Mr. Rachal asked for clarification and if the average MFP funding in a given parish is \$8,500 and Mr. White stated it is and the average scholarship is \$5,300. Mr. Rachal said he only wants to make sure because Caddo students are not getting the \$8,500. Mr. Rachal also stated his agreement with Mr. White's statement of putting greater faith in the children and teachers/parents; however, in his opinion, it doesn't appear to be going that way with the many phone calls he receives. He said he believes the State has basically told the districts to get out of the way, so he would like a phone number to pass along for those who call him. He did share his agreement with the 24 states all being tested the same, but he doesn't agree that the revenue charter schools receive per student can be used for whatever they (charters) want to, i.e. buildings, etc. when the public school systems are told what it can and cannot do with funds. Mr. White said he doesn't believe that is quite accurate, as there are school districts that use operating dollars to fund capital expenses. He also said that a lot of the rules and restrictions do not make sense and those in Baton Rouge should not necessarily be dictating how the local districts spend their money provided it is being spent for the children. Mr. Rachal also inquired about the change in the State's grading scale and how students are unable to compete for scholarships because the grading scale is different from the colleges. Mr. White responded that he understands the importance of this question and that it is a Legislative issue and not a State Department or State Board issue. Mr. Rachal stated it was pushed through by BESE and no one did anything to stop it. Mr. White asked Mr. Rachal to email him about this; because even though things have happened that have necessitated these decisions, it doesn't necessarily mean that he agrees with it and he is willing to discuss and look at this further.

Miss Green asked Mr. White about an update on the status of AU schools under MOUs. Mr. White said he doesn't know the status, but he believes the State has taken a convoluted approach with the MOU structure, and he says this because there are a lot of Federal dollars coming to Caddo for turnaround schools, and they are also available for the RSD, thus there are two different structures in place supporting the same school. He said what they would rather do is look at which schools are currently eligible for these funds and make a plan. Mr. White said he will commit to the Superintendent and the Board and be very forthright as to what he has seen will work and what he has seen that does not work. He added his appreciation that the local board has done some bold things for the district and referenced his visit to Oak Park and that the District did what was right for kids – selection of who will lead the school, giving the leader the flexibility to bring in the right people, and videoing teachers and giving feedback, curriculum alignment, which is something that can be duplicated in other schools.

Mr. Riall asked about the two schools that have been taken over by the State and the fact that these students are not really improving and what is in line in the future to get these students out

of these situations. Mr. White said he doesn't view these two schools as different from the MOU schools; and the State and districts can play a blame game, but in reality, neither is doing what is best for children. As a result, he believes the districts and the State need to work together on a plan for real change and move ahead with what is best for children.

Mrs. Armstrong referenced Mr. White's comments regarding the keys to a school's success being the instructional leader, because if every school has the same kind of instructional leaders as Oak Park, there would be much more success. She also referenced another comment regarding "culture of creativeness within two years", and she can appreciate that because when the State comes in and takes over, the plan and the curriculum, the teachers are not allowed to be creative in their daily teaching as was true when she was teaching.

Mr. White closed that often times you will hear people say you are either on the creative side or the accountability side and he believes that is a false dichotomy and teachers can say there are ambitious standards, there are accountable tests, and goals in which they and their teams will figure out how to reach them, and accountability and creativity can co-exist.

There being no additional questions, the meeting adjourned at approximately 7:00 p.m.

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

August 7, 2012

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, August 7, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Armstrong led the invocation and Pledge of Allegiance.

PRESENTATIONS

Common Core and Compass Evaluation Systems. Superintendent Dawkins stated that Louisiana is now one of 25 states involved in the Common Core curriculum and Caddo's staff has been involved in training over the last year to implement Common Core. He said this curriculum will provide a common assessment tool used in all states teaching Common Core. He also said Compass is the new teacher evaluation model and staff has been in training the past two months and will share how this will impact classroom instruction and administrative operations.

Antionette Turner, chief academic officer, first recognized the instructional supervisors and professional development specialists and expressed appreciation to them for their work over the past year and summer to put together the needed resources to train teachers and administrators in the Common Core, resources which are now available to all of Caddo's teachers.

Mrs. Turner reported that beginning in the Spring of 2009, the Common Core initiative began as a collaborative effort for many stakeholders. This initiative is driven by state leaders and designed to improve the academic outcome of Caddo's students, and it is designed to standardize among states the content taught, testing and achievement levels. Common Core is also designed to ensure all students and teachers have the same expectations and the standards are designed to achieve four things: to be more focused for instructional purposes, to be internationally competitive, to prepare our students to be more college and career ready, and to be research based. She reported that standards were drafted in March of 2010 and the final standards released in June of 2010. While waiting for guidance from the state on the Common Core, she reported that Caddo needed additional information; and with state leadership being in a transitional period, training at the national level was available in the summer of 2011 and staff took advantage of this opportunity to network with other states across the country. After this training, a plan was put together for moving forward in Caddo to get teachers prepared for the Common Core. The first guidance from the state came in September 2011, and at that time Caddo had already planned and presented a plan to the administrative staff. Mrs. Turner stated that the overview of the state implementation plan solidified the need for pro-active thinking and the next year training at the school level was already underway when the timeline was released. Beginning with the 2012-13 school year, Mrs. Turner reported that all kindergarten and 1st grade teachers are expected to teach and will be evaluated on the Common Core instruction. PreK will also be well into their pilot to make early childhood education more rigorous as well, with 2nd grade following close behind.

She further explained that Grades 3 through high school will be in a transitional mode preparing for full implementation in 2014, and this transition means that some of the old curriculum and GLEs will be deleted and some of the standards will stay, with some of the new Common Core standards being taught as well, noting that the timeline provided indicates moving quickly in preparation of implementing the Common Core. Four conditions that Caddo must meet for successfully implementing the Common Core standards include (1) vision, (2) skill, (3) resources, and (4) planning. Mrs. Turner also stated that in order to provide continuous academic support for the classroom teachers and to ensure each school's success with the

Common Core implementation, the following four questions will be addressed throughout the implementation and the school year – (1) are there things that we need to stop teaching, (2) are there things we need to start teaching, (3) are there current initiatives that are competing for time, money and staff, and (4) what professional development will the teachers and administration need to be successful.

Mrs. Turner shared that staff intends to stay on top of what has started and to take full advantage of those things that have worked well for us during the last year, continuing to update the classroom teachers and their instructional leaders regarding the Common Core. She reported that district staff (supervisors and area directors) continues to monitor the redelivery at schools to make certain information is redelivered to teachers; and teachers will be able to access powerpoints, videos, and other courses to improve their skill sets for high student engagement and rigorous instruction. Technology will also be available and used for teachers to ask questions and assistance in using the resources for teaching the Common Core.

Accomplishments through the summer institute were successful and will continue throughout the year to provide instructional materials and resources, and teachers were paid a stipend for attending during their summer vacation to prepare for students. Mrs. Turner shared that approximately 450 teachers gave up 40 hours of their time for this professional development in Kindergarten and 1st grade. With the middle schools and high schools not scheduled to begin teaching Common Core until 2014; Caddo has begun training these teachers and giving them the additional time to prepare for this major change. She also reported that over 500 hours were spent in integrating the Common Core with the Math-Science partnerships with each group (3rd and 4th grade, 5th grade and 8th grade), and through LaSIP we were able to work with the 6th grade teachers. On August 6th in new teacher orientation, staff worked with the new teachers to prepare them for Common Core, and teachers are encouraged to contact staff with any questions or concerns they may have.

Mrs. Turner announced that on August 8th staff administrators will continue working through the principals' institute and administrative institute on Common Core as well as Compass to make sure there is consistency and accuracy in information shared with teachers, and needed resources have been prepared for administrators to use in their opening faculty meetings. Ongoing professional development and easy access to professional development is critical, and Mrs. Turner said ample, locally developed materials will be available and ready whenever the teacher needs them.

Regarding standards, previous GLEs and how they are transitioning to the Common Core standards, Mrs. Turner shared that staff will work with the teachers to ensure that grade level progression continues within the classrooms and will identify the skill set that a struggling student might need to strengthen. Also, if a student (4th grade for example) needs to be challenged, a teacher can look at the 5th grade expectations and use this to allow the student to move forward and accelerate what they are learning. She also reported that reading more non-fiction will be required and in writing, more emphasis will be placed on writing, defending one's stance in writing, and integration of technical skills will be required. Writing standards are required in history, science and all technical subjects.

In mathematics, Mrs. Turner shared with the board a comparison of expectations at grade level standards and that they are different for high school. She also reported on the opportunity to accompany some of Caddo's high school principals and advanced placement teachers to a training where they learned of the rigor and expectations in all courses and how to develop our information to allow us to progress quickly with real world applications.

A list of what is required of students (engagement, figuring the correct answer and not simple recall, but how to apply) was shared. She further explained that requiring students to be more

critical in their thinking in problem solving requires a different process on the part of the teachers and their involvement. The shift in mathematics is the practice of applying mathematics and this will be the major change in all courses at the high school level. Mrs. Turner stated that the PARC assessment will be fully implemented in 2014-15 and major changes in assessments related to the written portion of the assessments, constructive response, writing prompts and examples have been reproduced and distributed to schools. Assessing student progress and adjusting instruction will determine success, and a common assessment will assure equity of instruction school to school.

Mrs. Turner reported that staying up to date on Common Core, paying attention to any changes of implementation or in the planning on the part of the state, supporting teachers in every way possible to ensure their success, incorporating writing into all content areas by working closely with the librarians to incorporate additional non-fiction materials, performance, critical thinking and problem solving will all be on the list of things everyone can expect in the classroom.

Mrs. Turner shared with the board information on Compass, the new evaluation system, and how it connects to Common Core, and the two things that will cut across the entire Compass initiative are high expectations and support. She said if we believe students can achieve, we also have to believe that educators are in the best position to help them do so; and Compass is about raising expectations for teachers and supporting them in raising expectations for students. She said it will be important to focus and state clearly what the real priorities are if we want to succeed in all these changes, and Common Core and Compass are those priorities. While the two have been seen as separate, Mrs. Turner stated that Compass is immediate as it shifts educator support and evaluation practices in line with the new expectations of the Common Core curriculum, with one representing the work that students will do and the other establishing a pathway for how educators can improve their own practice to help students succeed.

Jan Holliday, director of certified personnel, shared information on how Compass works with the Common Core curriculum by providing the most effective instruction to achieve the ultimate that can be achieved. She reported all educators that will be evaluated through Compass will be required to write a set of quantifiable achievement goals (student learning targets –SLTs) using common assessments that are based on the Common Core curriculum. Principals and other leaders will observe all teachers, will provide feedback using the Common Core aligned rubric, and principals and other instructional leaders will also be evaluated based upon the same philosophy. Mrs. Holliday also stated that the Compass system will also be used to identify future leaders so staff can work with them about taking on additional responsibilities that will further impact student achievement. She explained that the ultimate goal of Compass is to ensure that students achieve at high levels and they will do that through the delivery of effective instruction by our teachers. Mrs. Holliday also reported that 50% of the evaluation will be based on the assessment of student growth and 50% based on the professional practice. Regarding student growth, all teachers will be required to write two student-learning targets for the specific group of students they are teaching and the SLTs will be used as the scoring mechanism for all non-tested grade level teachers, counselors, librarians, and administrators. Teachers of core subjects in grades 3 through 8 and teachers at the high school level (9th grade Algebra I, Geometry) will be evaluated using the Value Added Model (VAM). She further explained that SLTs may be used in cases where a teacher might not receive a VAM score. Professional Practice scores will be measured through classroom observation using the Compass teacher rubric with a minimum two observations – a formal or announced observation and the other an informal or unannounced evaluation; and evaluators may choose to do more. Once the two scores are determined, Mrs. Holliday explained they will be averaged and a rating given to each teacher as follows: 1.0-1.49 is ineffective, 1.50-2.49 is effective emerging; 2.50-3.49 is effective proficient; and 3.50-4.0 is highly effective. She added that all the ratings will be calculated through the State Human Capital Information System (HCIS) and Caddo has a district team that will attend training and return to the district to train evaluators using this system.

To attempt to better prepare all that will be affected by this new system, staff has identified over 250 administrators (principals, assistant principals, instructional coordinators, curriculum supervisors and directors) who will be evaluators or observers and all have been trained to implement this evaluation system. Mrs. Holliday added that principals will receive additional training during Caddo's principals' meeting and time will be spent addressing questions regarding the district's performance plan approved by the board at its last meeting. School-based administrators will then deliver training on the Compass program at each school, training the teachers how it will work, how the rubric will be administered, and how students learning targets are to be written. Mrs. Holliday noted that she can see this training as on-going throughout the year, and assured the board that administrators and teachers will be given all the needed support.

Dr. Dawkins reiterated that the Compass training occurred this past week and the state has organized itself into networks with teams of 5-8 people to conduct this training and we have also been fortunate to have a team on Common Core to help in this area during the transition.

Mr. Rachal asked for clarification on identifying leaders to take on additional responsibilities and if this means new positions. Dr. Dawkins responded that staff is not talking about new positions but using the abilities of those that show the expertise and express an interest in leadership; and if it did mean new positions, staff would come back to the board. Regarding the observations, Mr. Rachal asked staff how long an observation might be; and staff responded that an evaluator is to observe a complete lesson within that class period. Mr. Rachal asked if he understands we will be training others to do these observations and how many observers do we need to accommodate the observation process? Dr. Dawkins explained that the principals and assistant principals are those that engage in the observations and have for years; however, we will train supervisors and other staff to assist as backup observers when needed.

Mr. Hooks stated his concern about the Common Core and Compass training and asked what grades are considered middle school grades? Dr. Dawkins said the 6th through 8th grade. Mr. Hooks asked if the 6th graders are being taught by the middle school curriculum and if the 6th graders that are at an elementary site (J.S. Clark) are classified as elementary or middle school? Dr. Dawkins responded that their instruction will be what is required under the Common Core curriculum for the 6th grade. Mr. Hooks stated he doesn't believe this is fair, and Dr. Dawkins reminded Mr. Hooks that we also have K-8 school configurations as well as 7-12 school configurations. Mr. Hooks said he just doesn't want these 6th graders to get left behind.

Mrs. Crawford asked for clarification on HCIS? Mrs. Holliday explained that HCIS is Human Capital Information System which is basically the data collecting system the State presented to us as a portal for the District to enter its data and through this, a score will be provided for teachers. Mrs. Crawford also asked if this is how the points (1-4) are determined? Mrs. Holliday explained there are five elements rated through the teacher observation and the evaluator will actually assign a rating to those five different areas and the system will calculate the rating to give an overall score. Mrs. Crawford asked if it will be consistent from evaluation to evaluation? Mrs. Holliday responded that through the evaluator training, all evaluators will be assessing those things the same. Mrs. Crawford asked how teachers will incorporate Common Core into their lesson plans? Mrs. Turner responded that not all teachers will begin at the same point and this summer staff worked very closely with the kindergarten and 1st grade teachers to make this adjustment and provide teachers with new lesson plans that include the Common Core. In talking about things we need to stop teaching and things we need to start teaching, Mrs. Crawford asked about the fact that the Common Core curriculum will not be teaching students about money? Dr. Karen Eason explained that it will be taught and each grade level has specific standards to work toward a year-end goal and under each of the goals there are sets of skills that are required to achieve this goal, i.e. working on word problems in math that require the use of money, then part of that skill set will teach the students how to identify coin value and how to

add, multiply, divide. Mrs. Turner also added that teachers are still in charge of making the professional decision about what the student may need in order to be successful in that lesson, and staff continues to discuss and provide feedback to the State as we go through this transitional year and if certain skills need to be added back to the Common Core. Mrs. Crawford asked if staff believes the new Common Core standards will develop readers? Mrs. Turner responded that, because of the increase in the ability to communicate academic vocabulary and interfacing with it, ultimately it will make a difference. Mrs. Crawford asked about Compass and if what is listed relative to the teachers in the rubric will be included in the five elements that teachers will be evaluated on? Mrs. Turner responded that is correct and what is expected will be represented in the rubric and the detail of it. Mrs. Holliday explained that the rubric is actually an appendix of the evaluation book and indicates exactly what the evaluator will be looking for.

Mr. Ramsey asked how, if the Common Core standards must be in effect in 2014-15 school year, will the professional development be done for teachers? Mrs. Turner explained that every opportunity available will be taken advantage of and staff began in 2010 to work with the teachers and more extensively with the kindergarten-1st grade teachers. Staff will continue to support the kindergarten-1st grade teachers by going to their classrooms, sharing information and providing opportunity for them to share with other teachers; and this will happen on professional development days throughout the school year, staff will continue to maximize the summer, training will continue until the start of school and through September for any teacher that has not had a first hand chance to see the information as well as bring back any teacher that wants to revisit the training. The trainings have also been videotaped so that classroom teachers can see the training and how to use different strategies for the new concepts and these can be revisited on Caddo's website. Technology, Saturdays, after school, during school, learning communities, faculty meetings will all be used as tools to communicate with the teachers about instruction. Mr. Ramsey stated that if we know the drop-dead date for full implementation of Common Core is 2014-15, he believes we should know the number of opportunities to interact with the teachers between now and then and when and how we will accomplish this. Mr. Ramsey asked that staff look at this and not scheduling all-day seminars, etc., because it seems as though there is a lot of work to do and he is not confident that a lot has been done to implement this as predicted. Mrs. Turner responded that staff can provide a detailed timeline to board members. He also encouraged staff to calculate a plan to meet the timeline and minimize the amount of time teachers are away from the classroom. Dr. Dawkins said being in a transition year, staff may learn that there is more we need to do; and staff will be available to make those adjustments if needed.

Mrs. Bell stated that her observation is we are not trying to put more on teachers in Caddo Parish, but it is the Governor that has required (mandated) this program. She said her question is to the State and if they mandate us to do this, what are they going to provide for districts to implement these new programs. Mrs. Bell said if we are going to ask teachers to do more and extra trainings, we need to ask the State where is the money to pay for the teachers' extra time for all the required training, and asked if a resolution needs to be approved by the board to address these issues?

Mrs. Armstrong asked if she is correct in assuming the format on the assessment tool may change but the observation is unchanged, and a teacher will still have her objectives for lesson plans and still observe completion of those objectives. Mrs. Holliday said that is correct and all teachers are already observed, but it's only a new method by which teachers will be rated is a new more quantitative method. Mrs. Armstrong noted that while there are many new names and terms being used, for those that have been in education, this is not anything new as changes have been made over the years. While this new evaluation system is more specific, a teacher is still being observed the way they teach as they always have been; and asked how far into the school year must a teacher write her learning objectives specific to a class of students? Mrs. Holliday said they are to be in place by October 15th. Mrs. Armstrong said by this time, she believes a

teacher has an idea about the basic needs of the students and asked if a teacher can use, for example, a reading test similar to previous end of book tests as a guide for writing her objectives. Mrs. Holliday stated that it is her understanding teachers are to use the state identified common assessments, i.e. Dibels. Dr. Eason verified that is correct and Dibels is on the list and is the assessment that Caddo currently uses; however, they can use the tests that come with the textbooks as baseline data on how students are performing on certain skills.

Mrs. Crawley shared her high opinion of the report card where parents can see for nine weeks what their child needs to learn; and asked if the report card is being completely rewritten for kindergarten? Dr. Eason said that is something staff is looking at, student progress report, to make certain it matches the Common Core standards so the parents will know each nine weeks what is expected to meet the year-end goal. Mrs. Crawley said she would like to get a copy of the previous report card and the new one. Dr. Eason explained that it is her understanding that this will be brought to the board for approval before implementation and staff will be looking at the year-end assessment required in the pupil progression plan for kindergarten.

Miss Green asked Mrs. Turner about reference to 3rd, 4th and 5th and she would like to receive a copy of this.

Mr. Hooks asked if teachers will have a contract for Common Core and Compass because he remembers Mrs. Lansdale sharing a contract at the last meeting. Dr. Dawkins asked if this has anything to do with Common Core, but he will provide him with a copy of the teacher contract staff has been working on. Mr. Hooks asked if teachers will be paid for all the required professional development? The superintendent said some of it is required time and if there is extra time, they will be. Mr. Hooks asked if this will be included in the contract? Dr. Dawkins said the contract does not include professional development. Mr. Hooks said he would like to discuss this further with the superintendent.

Senior Voter Registration. Superintendent Dawkins recognized Mr. White and Mr. Jackson with the High School Voter Registration Program. Mr. Jackson shared that this was the 10th year of the program and highlighted the past 10 years toward the success of this program via a powerpoint presentation. Appreciation was extended to all who have helped them by presenting plaques of appreciation to Colonel Durr, President Riall, Superintendent Dawkins; Registrar of Voters and Sarah McCarty and representatives from the Alpha Kappa Alpha Sorority. Mr. Jackson also recognized Dr. Sandra McCalla, Captain Shreve High School, for registering more voters than any other school over the past three years. Mr. Jackson also reported that Caddo registered a record 1,200 seniors in one day, 60% of its seniors.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 21, 2012 CPSB MEETING

Superintendent Gerald Dawkins highlighted items for the board's consideration at the August 21, 2012 meeting and the following discussion ensued.

2012-13 Caddo Parish Pupil Progression Plan. Lillian Priest referenced page 23 and the statement that students must pass ELA if reading is not offered in the school they attend, and she asked if Caddo has any schools (grades 6-8) that are not offering reading? She also asked if it is mandatory that parents place students at one of the ESL centers; and if they opt not to do so, what happens? Mrs. Turner responded that at the elementary level, reading is a part of the Language Arts instruction so it is not seen as a separate component. She also explained that at middle school level, the reading component provides support components, i.e. Read 180. She also said for students struggling in this area, they will not only have Language, but will also have Language Arts (two courses). Relative to ESL students, Mrs. Turner stated staff always encourages parents to take advantage of the resources available to them; however, if parents opt

not to participate in the centers, staff will monitor that student's progress and determine if additional support is needed to assist a particular student.

Mrs. Bell asked staff about the EOC test because she was concerned about what was shared at the parent orientation at Huntington and that the Exit Exam has been removed and how EOC testing will be implemented with 25% of their final grade coming from the EOC test. She asked if a mid-term test will be calculated to where 20% will be applied to the final grade? Mrs. Turner confirmed that is correct and the EOC test counts 25% toward the final grade, and the End of Course Test (EOC) is used to determine if a student has mastered knowledge, skills and abilities at the end of the course and the content of those assessments is based on grade level expectations. In moving forward with the Common Core, Mrs. Turner said it is recommended by the High School Redesign Commission to ensure consistent and rigorous instruction and academic expectations throughout Louisiana's high schools. End of course tests are administered to high school students only in Algebra I, English II, Geometry, Biology, English III and American History; and these are coupled so that if a student passes one they do not have to master the other as well. This began with the Freshman class in 2010 and the students must pass three EOC tests in the following categories: English II or English III; Algebra I or Geometry; and Biology or American History; and the EOC tests will replace the Graduation Exit Examination. She said the final grade being impacted by 25% of the EOC tests is being done so because in Common Core the students have to demonstrate Mastery of the Content and it is heavily weighted on the Common Core and the PARC assessment, so we do not want to practice on an assessment that is not as rigorous as the assessment they will have to pass at the State level. The second reason is tests account for school performance scores and students only have to pass one of the two pairs, i.e. if a student passes Algebra, they will not have to necessarily pass Geometry, even though we will strive to teach that they pass all of the courses. Mrs. Bell asked if a student fails Algebra I and they need to take the additional courses in 10th grade, when will they make it up (the course they fail)? Mrs. Turner explained that through the A/B Block Schedule students have an opportunity to accumulate 32 credits with 24 credits needed to graduate, and this provides a student the opportunity to repeat a needed course. She added there is an on-line course; however on-line courses only work if a student is very motivated and focused, so it will be necessary to monitor this student very closely. Mrs. Bell asked if she understands that students must pass these exams and their Core subjects to graduate, and Mrs. Turner confirmed that is correct. Mrs. Turner asked the superintendent to ensure that we educate the parents on this information so students are not held back. Mrs. Turner explained that staff does reiterate this information on curriculum nights with the parents.

Rahmberg Recommendation, Re: Occupational Therapist. Mr. Rachal stated that the information he received is confusing and noted that since he doesn't know what was given to Rahmberg to make their decision, he asked staff to provide him with a copy of this information. Dr. Robinson stated that in compliance with Mr. Rachal's request, she sent to Mr. Rahmberg a memo she received from Jackie Lansdale as the representative of the teacher describing what they were asking, a chronology of what the Board had done relative to this particular situation, and a copy of a demo sheet stating her current salary. Mr. Rachal stated he believes we may need the information sent, the old schedule and where we are now with this particular position. Dr. Robinson stated that in the chronology presented, Mr. Rahmberg had access to the old schedule. Mr. Rachal asked that the board receive this information because he believes what has happened seems unfair and in looking at some of the numbers, it appears under the Caddo pay scale that a 9-month Occupational Therapist is paid more per day than someone who works 12 months a year. Dr. Robinson explained that for those who work 260 days, the daily rate is smaller than those who work 180 or 190 days, which is a general premise with Caddo's schedule. Mr. Rachal again asked staff to provide the board the entire detail on this position, because it does appear this employee is being penalized for being here longer. Understanding that staff went through many job descriptions, he just believes that this position is the odd man out and is only one person and she is being punished. Dr. Dawkins asked if he understands that Mr. Rachal

desires to receive the historical information of when this employee started? Mr. Rachal said relative to the original pay scale and after Rahmberg's report was implemented, where are we with this position. Dr. Dawkins asked if he understands that Mr. Rachal is saying the Rahmberg recommendation should be set aside until this additional information is provided; and Mr. Rachal said that is correct.

IKFB. Mrs. Armstrong questioned Section B and if we are including the SREC Committee at each high school to make the decision for who will be allowed to participate in graduation exercises? She said she believes the policy should be all for one and one for all, and that a group of standards should be established for the graduating seniors; and if they meet those standards, they will graduate and participate in the ceremony because it is something they have earned. However, if they do not meet one or more of the standards, the students should not be allowed to march and be recognized at that time which is why she recommended the summer graduation offering students an additional opportunity to meet the required standards through further testing, tutoring or summer school. She said she believes board members agree that we need one set of standards and if now is the time to make an adjustment, encouraged the board to do something to correct this.

Ms. Priest said if we don't have a uniform policy, it could be a district nightmare; because if each of Caddo's 11 high schools sets their own criteria for graduation, you could have 11 separate practices.

Mrs. Bell stated she is the one that brought the change a couple of years ago, because she felt if a student has been in school for 12 years, passed all their course work, and had no discipline problems, then an exit exam should not hold a student back. With the new change in EOC testing, she understands we need to make this change.

Miss Green stated her agreement with all the comments and that she brings this for the board's consideration because of an incident last spring where the policy was curved for one student, but not another.

Mr. Abrams stated that the policy was changed and it has standards in it regarding a student marching across the stage and graduate if they did not pass all parts of the exit exam. He said everyone was to follow the standards and he asked the board if they want to go back to what it was. Mr. Ramsey stated the importance of being consistent with all the schools and if a student graduates, it is because they have met all the requirements and deserve the right to graduate. Ms. Trammel stated her agreement with returning to where we were.

Mrs. Armstrong noted that the capital "A" and that when being rewritten that the words "graduate exit exam" are omitted and in Section B (introductory paragraph) needs to be reworded so it is not an option to use the committee.

Miss Green clarified that is what she is proposing, that the board return to the policy the way it was before the last revision. Ms. Priest encouraged staff to be ahead of time and educate everyone on staff.

Auditing Employees on SunGard. Mr. Hooks announced he will bring this to the board in October (after the September 15th payroll).

ADDITIONS

Mr. Ramsey asked that an item be added under Superintendent's Report "Status of Virtual School Implementation Timeline".

Mr. Rachal asked that “Resolution, Re: Caddo Bossier Port Proposed Roll Forward” be added to the agenda. He said because the Caddo Bossier Port Commission is not an elected body, but appointed individuals, he doesn’t believe they should bring this proposal; and also, every elected body in the parish chose not to roll forward taxes. He said this will bring additional property taxes across the parish to the taxpayers and this group has approximately a \$30 million surplus at this time. He encouraged the board to support this resolution opposing a roll forward.

Mrs. Armstrong reminded board members that she brought forth at a previous meeting the idea of closing the school system the week of Thanksgiving as a cost-saver and a thank you to all employees. She said if this is something the board needs to vote on, she would like for this to be an item on the agenda for October for approval as a paid holiday. Mrs. Crawford stated that we still get calls during the holidays and it is difficult to track down people when no one is in the office, so she believes it is necessary to have someone in the office. Mr. Ramsey asked legal counsel if there are some issues we could encounter with this? Mr. Abrams said there are a lot of issues associated with this, one being a policy in place that specifies the holidays and it would need to be revised to reduce the number of days worked, and State law will not allow the board to reduce salaries. He also said that if the board does this (revise the policy) this year, it cannot go back and revise the policy next year. He added the district would also have to pay additional money to those that must work additional time, which will result in a monetary chain, and the board’s policy does not dictate who works and who does not. Mr. Ramsey asked the maker of the motion (agenda item) to request the superintendent to bring to the board what impact this will have before the board votes on it.

Ms. Trammel stated a skeleton crew works during the holidays; and if this is a budgetary decision, she asked could a skeleton crew work on these holiday days as well? Dr. Dawkins announced that there is a skeleton crew during this timeframe, however, it may impact those that may be planning vacation that week. Ms. Trammel asked if it would cost anything if it was set up this way during that week? Dr. Dawkins said staff can present some scenarios to the board.

Ms. Priest stated she believes this will impact our budget, and noted the concern expressed by others about the amount of time the district is off, because other fields of work or industry do not get two weeks at Christmas, Spring Break and time off in the summer. She asked the board needs to look closely at this.

Mrs. Crawley stated her appreciation of Mrs. Armstrong’s thoughts to reward employees; however teachers and school based employees are paid for their 182 days and will not get paid for this. She doesn’t believe the board needs to single out a small group of employees with a raise and no one else, and she also believes the public would like to see the school-based personnel get some raises.

Mr. Hooks asked Mrs. Armstrong to repeat her item so that he would have clarity. Mr. Hooks noted that he believed he remembered workers getting ripped off during the holidays and he agrees with Mrs. Armstrong in showing appreciation to our employees.

Mrs. Crawley asked that an item be added to the August 21st agenda titled “Bus Transportation for Stoner Hill students at Apartments on Stoner and Viking Corner that is within .9 of a mile from the school”. Mrs. Crawley stated there are approximately 40 students in this complex living within .9 of a mile from their assigned school; however, she believes it would be better if these students are sent to their neighborhood school. Ms. Trammel asked about students on St. Vincent and student living on 79th Street and beyond that are .9 of a mile from Atkins and she too appreciates these students being provided bus transportation. Miss Green stated she has the same situation in District 2 with Peach Street Apartments and Pine Grove Elementary.

Mr. Abrams responded it is not just what is inconvenient but it is requirements for allowing students to be on a bus if they live within one mile of a school, and there must be reasons and rationales provided for these students, i.e. sex offenders in the area. He explained the statute states that one must be very specific as to why a child within one mile should be allowed to ride the bus and if you don't, the rule will be destroyed for the exception. Mr. Rachal asked Mr. Abrams if being an AU school qualifies? Mr. Abrams said not necessarily because AU is a status of how well a school is doing. Choice students will be allowed to go to another school by bus that is more than one mile away. Mr. Rachal asked if a parent opts not to take the opportunity of Choice, can this be used as the declaration of Choice as long as they still get transportation to their neighborhood school? Mr. Abrams said it will not work, because it is not an individual choice as to whether or not one gets transportation, but it's the District's (Board's) choice based on the circumstances and this new provision was added to the law by Mr. Carmody, and the statute was written to cover a real need where there was possible danger. Mr. Rachal asked if in this example, an apartment complex, and Mr. Abrams explained that he understands in this particular area there are 33 sexual predators which may be possible grounds for the board to look at and decide. He also understands there are other schools that may have the same circumstances. Mr. Rachal asked if a specific block in the apartment complex can be considered? Mr. Abrams said when looking at the radius, he believes you would look at all who live within a .9 of a mile radius so it is not as though you are picking and choosing students. Mr. Rachal clarified that he is asking if what was introduced by Mr. Carmody requires a specific distance or a specific area? Mr. Abrams responded that the statute states the district may provide transportation for any student attending a school of suitable grade approved by the State Board of Elementary and Secondary Education within the jurisdictional boundaries of the board who reside one mile or less from the school when the school board determines that conditions exist that warrant transportation. Mr. Rachal said then he understands we can actually "shrink the circle" to .9 and select a section within that distance. Mr. Abrams explained that if that is done, it would be subject to being challenged because of the rationale for it, because if you use the rationale that there is a group of students that do not make it to school for a particular reason, someone could challenge it that lives in a house across the street (from the apartment complex if that is the group selected out of the .9 mile circle) and their child is not allowed to ride the bus. Believing that the statute has some problems the way it is written, Mr. Abrams said that is why it probably has not been law in the past; because one can always come up with a rational reason why a bus should be able to pick up a child that lives within a mile of the school.

Mr. Rachal stated that while he agrees with the intent of the item, he believes it is necessary that the board has a policy in place before voting on this item. Ms. Priest agreed with Mr. Rachal's comments and she believes the board needs to look very long and hard before making a decision that will have a huge impact on the District if each of the 12 board members brings such a request. Mrs. Crawley stated her reason for bringing this request is there are 33 sexual predators that children may come in contact with on the way to school or when returning home after school. She said she is appealing to the board through budgetary because it will cost a lot more to send a bus to pick them up and take them across town than it will to send them to Stoner Hill (their neighborhood school) rather than A.C. Steere. Mrs. Crawley stated her understanding about the low-performing school, and the District has spent lots of money on low-performing schools; but this seemed like a small issue in which the District will spend less money instead of tripling it. Mr. Rachal reported there is currently a board policy in place that says if a student lives more than a mile from their neighborhood school, transportation is provided, and if a student lives less than a mile, they do not get transportation. He further added that the statute states what students are exceptions and it is the board that determines if conditions exist to warrant transportation for that student; and he reminded the board that as a body, the board should make the decision rather than staff. Mr. Riall stated that more students in District 1 probably ride the bus than any other district in Caddo Parish and he has had many calls relative to buses, which he quickly learned you need hard and fast rules to follow and stick to. If there

are exceptions, i.e. sexual predators, he asked what do you do if they move; thus it is the parents responsibility to get their children to and from school.

Mrs. Armstrong stated Mr. Abrams alluded to what she was going to say and reminded everyone of a student killed on Mansfield Road because he had to cross this highway in Keithville to get to his bus. Following this incident, the board addressed it by saying if a student had to cross a major thoroughfare, a different pickup was put into place for these students.

Mr. Riall reminded everyone that the item is addressing a specific school and the comments are getting away from the agenda item. He encouraged board members' comments to be about the agenda item.

Mr. Ramsey said he will not be redundant, but he agreed with Ms. Priest's comments and that the board needs to step back and look closely before jumping into this. He stated he believes Choice options are available for some students and possibly help with some of the issues; however, he encouraged staff to look at each one of the requests closely and that the board consider the impact on the District.

Mr. Hooks shared his agreement with the comments made and shared his experience with a specific incident last year at Caddo Heights. As bad as it hurt, the line must drawn somewhere so we do not open up Pandora's Box.

Mr. Rachal asked Mr. Abrams if the board adopts a policy, does he understand correctly that the decision is the board's policy, because he would like to see a list of the criteria that would meet the standards before the board votes on it.

Mrs. Bell asked the superintendent to look at the possibility of a preK-Kindergarten Center in District 12 in one of the vacated facilities. She said this initiative is one that Baton Rouge implemented without any financial support Mrs. Bell asked the superintendent about the cost to add one center. She also asked the superintendent to provide the cost of adding another Elementary year round school in District 12. She shared the need for one in Greenwood and asked that this be placed on the agenda under Superintendent's Report and remain there until it comes to the board for a vote.

Ms. Trammel requested that Reginald Abrams look at possibly revising BHD, BHD-R, DLC and DLC-R and any others that address Board Travel. Dr. Dawkins asked staff if this is not in line for policy review by Foresight? Dr. Robinson said it has not been revised to date, but she will talk to the superintendent about getting it on the agenda in October.

Mrs. Armstrong asked the superintendent to check that all elementary, elementary/middle schools will have music, art and P.E. teachers when school begins.

Mr. Riall announced that meetings run smoother if agenda items are turned in to Mrs. Lohnes ahead of the meeting and encouraged board members to get them on the agenda prior to the work session.

CONFIRM THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Riall announced that Items 6.02, 6.03, 8.01 and 8.04 will be the consent agenda. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the August 21, 2012 CPSB Meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Priscilla Savannah, employee, encouraged the board to support hearing her grievance on August 21st.

Celeste Powell, employee, encouraged the board to favorably look at her request of the board and relook at the response from Mr. Rahmberg regarding her situation with her salary and how it is being calculated. She pointed out that she is the only OT/PT that was affected this way as all the remaining OT/PTs for Caddo have been rescored.

Jackie Lansdale, president of Red River United, referenced the presentations at the beginning of the meeting and reminded the board what John White said about Common Core and the possibility of seeing some struggles to begin with and private investors are already looking at this and are pleased that we will struggle. She encouraged the board to be cautious when receiving the first scores because they will not be what we will want to see to start, but it is a part of the process. She also stated that the Value Added is a lot different, because a teacher will be told they are ineffective based on students' scores from last year; and this does matter because it means a teacher could lose tenure, they could lose their pay increase increment, and if there is a reduction in force, an ineffective teacher is the first to go. She stated she is already seeing variances and standard deviation from 70 points from one year to the next, which says to her there is a real issue with the instrument itself, and we have not yet been able to get the rubric exactly how the students are to be geared. She also asked the board to remember that the request made by the employee is only one person. Mrs. Lansdale also said she hopes there is a time to sit down and talk about sabbatical leaves; and that relative to preK, DeSoto Parish has universal preK which they attribute, along with TAP, as why their scores have improved.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the work session adjourned at approximately 7:39 p.m.*

August 14, 2013

The Caddo Parish School Board (CPSB) Long Range Planning and Development Committee met at approximately 10:30 a.m. on Wednesday, August 14, 2013, in Room 1 of the Central Office Complex, 1961 Midway, Shreveport, Louisiana. Committee members present were Ginger Armstrong, Chair; Curtis Hooks, Lillian Priest, Barry Rachal and ex-officio members Larry Ramsey and Carl Pierson. Bonita Crawford accessed the meeting via conference call. Others in attendance were Dr. Mary Nash-Robinson, Steve White, Rosemary Woodard, Jim Lee, Jackie Lansdale, Scott Hughes and Mary Wood. Mr. Ramsey led the prayer.

Mrs. Armstrong called the meeting to order and stated the purpose of today's meeting is to hear an update from staff on the Gateway, Gifted and Discoveries classes, as well address the Ombudsman Program, the consolidation of underutilized schools, transforming one or more into the most up to date school buildings in Caddo, and a Comprehensive Academic Plan. She announced that putting plans into place to set aside funds on a yearly basis for new construction, review of the existing bond debt to determine our bonding capacity without raising taxes, and \$100 for teacher M&S will be referred to the Insurance and Finance Committee. Discussion was held on these items being referred to other committees and the possibility of them coming under both committees. Mr. Ramsey stated that as president he believes this committee is beginning to be overwhelmed and he will be assigning items to the other committees to help move them along in the process; but at this time the major issues for this committee are Items (1) Ombudsman and (3) Consolidation of Underutilized Schools. He also expressed that this committee needs to begin dialogue with the RSD and the State Department and work with them relative to the future of some of Caddo's schools. Mrs. Crawford stated her agreement, but she does not believe we can start putting money aside for new schools until we know this and have a plan. For clarification, Mr. Rachal stated he came to the meeting today expecting to discuss this item and it is his opinion that this committee is the one that would put a plan together to give to the superintendent on what we want and then the Finance Committee will provide input relative to the cost issues, feasibility of renovating areas, etc.

Relative to the \$100 Teacher M&S and the CEEF funds, these items have been referred to the Insurance and Finance Committee that will meet on Tuesday, August 20, 2013 at 2:30 p.m. in Room 1. At that time, Mr. Lee will provide a report to the committee. Mr. Ramsey also reminded everyone that all board members are encouraged, if they are interested, to attend the committee meetings and provide their input. Mrs. Armstrong also mentioned the possibility of future joint committee meetings to discuss some of the mentioned issues.

Discoveries and Gateway Classes. Mrs. Armstrong stated that at the last meeting the committee agreed to wait until the numbers were available before moving further relative to the Discoveries and Gateway classes.

Rosemary Woodard reported that the spring test scores identified students eligible for Discoveries and Gateway and this data will be sent to the schools for screening, followed by an SBLC review. She added that everything is in place to move forward and where needed, teachers will be redeployed so that everyone receives some Gifted services. She further explained that the curriculum is being rewritten to align with the Common Core and it is being done so the Common Core integrates with the Gifted. Mrs. Woodard also explained that the goal is to strategize with partners to create curricula, i.e. STEAM, which will be the framework for Gifted. Upon implementation next year, she stated it is believed that this will provide more benefits for the students no matter where they are.

Ms. Priest suggested that at the next school board meeting a written update be provided to the Board relative to which schools have fulltime Gifted teachers and which schools have part-time/itinerant teachers. It was also suggested that it needs to be communicated to the schools that every parent and every student is made aware of what is offered and available so neighborhood schools do not continue to lose neighborhood students; as well as every counselor and principal being confident that the committee is looking closely and monitoring this. Mrs. Woodard stated that she will detail the procedures and develop a report for the Board from the committee which can then be communicated to the schools as to what they must be doing in this area.

August 15, 2013

The Caddo Parish School Board (CPSB) Audit Committee met at 2:30 p.m. on Thursday, August 15, 2013, in the Meeting Room of the Wanda Gunn Professional Development Center, Shreveport, Louisiana. Committee members present were Steve Riall, Chair; Ginger Armstrong, Charlotte Crawley, ex-officio member Carl Pierson. Others in attendance were Dr. Mary Nash-Robinson, interim superintendent; Jeff Howard, chief internal auditor; Jim Lee, chief financial officer; Randy Watson, director of insurance; Donayle Ashworth, supervisor of accounting and accounts payable, Allison May, internal auditor, and Kristi Willis, senior accountant. Mr. Pierson led the prayer.

Payroll Department Audit. Jeff Howard shared with those present highlights of the Payroll Department Audit noting specifically four of the 23 recommendations from the audit.

- (1) It is an inefficient use of resources to produce multiple payrolls. Recommend the district consider paying all employees either bimonthly or biweekly. It is believed that this change to one pay period would reduce errors and be a more efficient use of resources. If a change is made, the administration needs to ensure that all stakeholders (HR, Payroll, Accounting and Insurance) are consulted to determine the best choice for the district). Mr. Lee explained that because payroll produced 135 payrolls in a 10-month time period, he believes this change would make things easier. He also shared how changes might affect certain groups of employees, complications of running so many payrolls, and Caddo is unique because it pays some in arrears and some in advance. Discussion also ensued on the present system that does not do what we were promised it could do, and this has continually created problems, errors and inefficiencies. It was agreed that before the committee moves forward with a recommendation to the Board, they would like to meet with representatives from Information Technology to cover additional questions.
- (2) In accordance with law, the administrators' contracts should have strict language that informs the employee that if they are removed from their position or reassigned a different location with a lesser pay, their pay will be adjusted to the approved pay assignment when their current contract expires. It should stipulate that if they are removed for cause within their contract term and placed in a lower paid position, their pay will be immediately reduced to the correct rate in accordance with the approved pay assignment. It was explained that some principals and assistant principals are still receiving principal pay even though they have been placed in a position with less pay, which is costing the district. It was also noted that legal counsel has issues with this interpretation since 17:444 requires a new contract unless the superintendent recommends against a new contract based on evaluation, cause for mid contract termination or elimination of position. If removed for cause, can reduce pay if removed following procedures.
- (3) Relative to the Holiday Supplement of \$500, it is recommended that the Board provide a clear definition of which employees should receive the supplement with sufficient time for HR to process terminations and Payroll to complete updates. Mr. Lee will talk to payroll and accounting for a recommended cut-off date for hires that will allow ample time for appropriate paperwork to be completed and define who will receive this supplement.
- (4) The processing of substitute employees' master records and time reporting is not properly segregated. The HR clerks should not be allowed access to create and accept assignments in the AESOP system. HR administrators should create and accept assignments only if the school administrator or primary teacher is unable to create the job and the substitute employee is unable to accept the assignment. Vacant positions should not be created in order to get a substitute because an employee is not at the school. The employee should be reported absent and on administrative leave if they have been excused from work and there is no other applicable code to use (i.e. professional leave).

The “long term substitute listing” should be corrected by SunGard to the satisfaction of the user without any additional cost. The question was raised if there was a need for two persons in the substitute system and Dr. Robinson confirmed the need for two and the responsibilities of these two employees beyond the substitute system.

Mrs. Crawley also noted the need for staff to be stricter in paying overtime and also asked about the VISA payroll card. Mr. Lee noted this is something staff would like to look into after addressing some of the other major things noted.

Mr. Howard also announced that the 120-day follow-up report on Accounts Payable and Transportation audits are currently being prepared for presentation to the Board in the near future.

Mr. Riall announced that he will schedule the next Audit Committee meeting when Mr. Lee gets an idea from IT on the Committee’s requests and gets back with him.

There being no additional business, the meeting was adjourned at approximately 4:00 p.m.

Ombudsman. Mrs. Armstrong stated there currently is a contract with Ombudsman through this school year; however, this committee is looking at Ombudsman to have something on the table to either replace it or enhance what is currently being done.

Mr. Hooks shared with the committee that his concerns are (1) Ombudsman was to mirror after Caddo and this is not being done; and (2) Caddo is paying Ombudsman for a certain number of seats and Ombudsman is not keeping all the students sent to them, but sending them to Red River Marine. Staff clarified that Caddo pays Ombudsman the same amount no matter how many students they have and Ombudsman has a set number of seats paid for in the \$3.5 million we pay them. Additional concerns are students not being able to get the same courses at Ombudsman that they can in their home school, as well as who is giving the grades and credits to students.

Mrs. Woodard explained that last year Mrs. Turner wanted to maintain control of the grades and credits so she did not allow Ombudsman to put in the grades and credits and this process did create some problems. She added that beginning this year, this problem is being fixed and over the summer staff has put all high schools on the E2020 which will allow students to be able to get any course Caddo offers; and in cases where there is not an exact course, the principal can place the student in an equivalent course and she will make certain the course matches Bulletin 741. She further explained that Ombudsman is on the same grading scale as Caddo and this year they will use JPAM to put in the grades. Currently Phillip Givens has been assigned as the liaison with the Ombudsman Program to make sure these procedures are followed and problems are addressed, and Dr. Robinson added that several staff members have been assigned to assist him with Ombudsman. Dr. Robinson also explained that in the absence of a Chief Academic Officer, Rosemary Woodard, Leisa Edwards and Kathy Gallant will assist in the Academic area, with Mrs. Woodard being the lead staff person in this area.

Mrs. Crawford asked why can't a student participate in a class via Distance Learning if a course needed is not offered? Mrs. Woodard explained if a student is expelled, they are expelled from participating in the home school classes; and it creates a problem if they are allowed to participate through Distance Learning.

Mr. Pierson asked for clarification on who gives credit and Mrs. Woodard explained that because the Ombudsman locations are Caddo schools, Ombudsman will post grades and credits to JPAM. Mr. Pierson also asked about these students' eligibility for graduation and who determines where a student is toward meeting graduation requirements. Mrs. Woodard explained that when these students are transferred to an Ombudsman site, a drop packet goes with them from their home school, the same as if Caddo is accepting an out-of-state student; and if there are any problems with a student's transcript, Mr. Givens refers it back to her (Woodard).

Discussion was also held on the monitoring of enrollments at the Ombudsman sites month to month, and Mrs. Woodard explained that last year, Attendance monitored the enrollments because expulsions were monitored by Attendance as well as Special Education. Mr. Hooks also asked for clarification on the difference between an Ombudsman diploma and a Caddo diploma and Mrs. Woodard responded there is no difference and that if a student graduates from Ombudsman, Ombudsman will be on the diploma just as a student that graduates from Captain Shreve, Green Oaks, etc., has that school on their diploma.

Mr. Rachal stated he believes the committee should suggest to the Board as a whole that a monthly update on Ombudsman's student population and attendance be placed as an item on the agenda. *Mr. Rachal moved, seconded by Mr. Hooks, that the Long Range Planning and Development Committee recommend to the Board that a monthly update from Ombudsman on student population and attendance be placed as an informational item on the agenda, and that quarterly, the staff provide a status on suspensions, job placements, career paths, etc. Vote on the motion carried.* Mrs. Crawford also stated that she noted in the last career report the types of positions/internships students were placed in and she would like to see students placed in positions that could possibly lead to a career.

Dr. Robinson stated staff's concern about paying for 400 plus seats and recent conversations on the number of over-age students in the classrooms and they will look at this more closely.

Build new school(s) in SE Caddo and Consolidate underutilized schools and transform one or more into the most up to date school buildings in Caddo. Discussion was held on the future possibility that

Caddo may get back some of its schools, i.e. Linear, (and it is important that the District continues to monitor this with the State), and the need for the Long-Range Committee to begin looking at the district as a whole to determine underutilized schools, demographics, programs in all five geographic areas and the need/possibility of consolidating schools, similar to the conversion of Bethune that now houses a K-8 school (Oak Park). It was also added that at some point the Insurance and Finance Committee could be brought into these discussions to determine the level of financing needed, i.e. bond issue, debt service, etc. Mr. Hooks also suggested the need to begin looking at salaries and when a principal is moved they do not continue to receive principal's pay beyond their two-year contract.

Mr. Pierson said he would like to see recommendations from the staff as to what can be done and then the committee look at moving forward. Staff will begin preparing a report with appropriate numbers for presentation to the committee.

Comprehensive Academic Plan. Mrs. Woodard explained there is an Academic Plan and staff has been working a long-range plan which includes Ombudsman, Career Paths, etc., and she provided a copy to those present for their review. Ms. Priest stated that academics should always drive everything else we do and when academics is the first priority, the other things will fall into place.

Adjournment. There being no additional items for discussion, the meeting adjourned at approximately 12:15 p.m.

August 20, 2013

The Caddo Parish School Board (CPSB) Insurance and Finance Committee met at 2:30 p.m. on Tuesday, August 20, 2013, in Room 1 of the CPSB office, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Lillian Priest, Chair; Dottie Bell, Jasmine Green, Mary Trammel and ex-officio members Larry Ramsey and Carl Pierson. Others in attendance were Ginger Armstrong, Barry Rachal, Jim Lee, Randy Watson, Tommy Armstrong, and Brynaca Johnson. Visitors in attendance were Mary Wood (The Times), Jackie Lansdale (Red River United), and Scott Hughes.

Ms. Priest announced that the insurance presentation by Mr. Watson will be rescheduled for another meeting in the next couple of weeks.

CEEF. Ms. Priest shared with the committee that she met with Mr. Lee earlier this month regarding the CEEF fund balance as reported in his response to Mrs. Crawley's request. She highlighted history of the CEEF committee's recommendations and the list of schools with CEEF funds allocated to each and that there is currently \$123,000 available for allocation. She added that the list indicates some schools are spending their allocated funds; however, some schools still have unspent funds and the question was raised is this because they are saving these funds toward something specific.

Staff also responded to the committee's questions regarding the CEEF funds explaining that these funds come to the district from the two riverboats in Caddo parish (Sam's Town and Diamond Jacks), and the district can only draw off the interest earned from these funds (this process established by Legislative action). Mr. Lee also explained that because the interest has been so low for the past several years, the CEEF Committee decided to hold the interest and allow it to build before a distribution is made to the schools. It was also explained that in the beginning the interest was distributed evenly to all schools and later the Committee's recommendation was to tier the allocations based on school enrollment ranges.

Mr. Lee reported that a CEEF Committee meeting will be scheduled as soon as he receives the names of teachers to include along with organization representatives, et.al. Following that Committee meeting, a recommendation will be brought to the Insurance and Finance Committee for review and submission to the Board for consideration.

\$100 Teacher M&S. Ms. Priest reported on her meeting with Mr. Lee to discuss how the district can utilize the \$123,000 from CEEF and possibly the funds from the State supplement to give teachers the \$100 M&S. Mr. Lee explained that to give teachers the \$100 it would cost the District about \$45,000 which could possibly come from the one-time State supplement after half of the State allotment is distributed to certified teachers and possibly something to support staff. Mr. Lee further explained that the General Fund gives each school \$50 per teacher and the principals can be told that this is for each teacher's M&S and it is possible that \$35 can be allocated from the CEEF funds to each teacher and the remaining \$15 (to grant a total of \$100 per teacher for M&S) can come from the one-time State supplement.

Mr. Ramsey noted that this will help this year, but this is an agenda item that keeps coming back each year and he would like to see the Finance Committee look at a possible permanent solution for providing the additional \$50 (to be added to the \$50 per teacher given to the schools from the General Fund) to give each teacher \$100.

Mrs. Armstrong stated her concern that the money has already been allocated to the schools for this year, and Mr. Lee explained that they receive a preliminary allotment in the Spring, which many schools use to order books, and will not receive the remainder until the October 1 student count. Mrs. Armstrong added that she wants to make sure the principals are aware before they spend the \$50 that it is to be allocated to each teacher for M&S.

Following discussion, the committee members were in agreement that a permanent solution needs to be sought and this item placed in the budget annually.

Mrs. Lansdale shared with the committee finding from her research and how since its inception the funds have been allocated to the schools; and because the manner in which it is allocated has changed, she doesn't believe the committee is bound by how it has been allocated in the past.

She also added that she believes the Board would want an account of how the funds are being spent and encouraged consideration of dedicating CEEF funds to the Teachers M&S.

Mr. Ramsey announced that he will send a note to the Audit Committee to look further at this. Ms. Priest commented that in looking at the balances and the schools that have large amounts of money, she would like for the resources of these dollars to be looked into and a report provided.

Future Meetings. Ms. Priest announced that Mr. Watson will make a presentation on insurance renewals to the Insurance and Finance Committee on September 3rd at 2:00 p.m. She also announced that on September 9th at 3:30, employees and organization representatives will meet with the Committee to hear Mr. Watson's presentation, and on September 26 at 2:00, following receipt of additional input, the committee will meet to discuss the options for now and in the future and a recommendation for the Board's consideration.

Ms. Priest announced that additional topics for the committee's future consideration will be putting plans in place to set aside funds for new construction and the District's indebtedness and how much can the District seek without increasing any taxes. Mr. Ramsey added that as we move forward, it is important to look at what the District will look like in 2014-15.

In follow up to the Committee's request at the last meeting, Tommy Armstrong provided a one-page total numbers on liability claims and reserves.

Adjournment. There being no additional discussion, the meeting adjourned at approximately 3:25 p.m.

August 20, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 3:30 p.m. on Tuesday, August 20, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams, staff and visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

VISITORS

Scott Hughes, Alliance for Education, addressed the Superintendent Search process and that after two searches during the search five years ago, the Board is now faced with the same challenge. He encouraged the Board before it begins this search to slow down and look closely at what may have happened last time. He stated his concern that there were not more quality applicants and the Board being dead-locked on the two local candidates. Noting that there are dozens of current employees that hold the certification for superintendent, he raised the question as to why they did not want to apply. Mr. Hughes encouraged the Board to review its compensation package, especially in light of the fact that North DeSoto is paying \$167,000, and Bossier \$180,000. Relative to the timeframe, he stated he believes anyone the Board might look to hire is currently running a school district and they are focused on getting that school system open; but again, he encouraged the Board to slow down and determine how the 12 members can find someone that hopefully all 12 can support.

Superintendent Search Process. President Ramsey announced that at 4:20 p.m., he will stop the discussion for consideration of any possible motion. He also announced that this meeting is to address how the Board moves forward with the superintendent search, and several options were supplied to Board members and other items have been added for the Board's consideration.

Mr. Hooks stated his agreement with the suggestion to slow down, because the Board has spent over \$30,000 and has not come up with anything. Mr. Ramsey asked Mr. Hooks if he has any questions, and Mr. Hooks asked if this search has to start today? Mr. Ramsey responded that is the will of the Board as it voted at the last meeting to commit to at least having the discussion on how the Board moves forward. Mr. Hooks asked Mr. Mainiero if the search starts today if there is anyway the Board can utilize his expertise versus an outside source? Mr. Mainiero stated he is at the will of the Board; and if the Board directs the superintendent to make that assignment, he will make it happen. Mr. Hooks asked if the Board uses staff, will it save more than \$30,000, and Mr. Mainiero explained that if the search firm continues its work, there is no fee and they will continue for as long as the District is in search of a superintendent with the only additional charges being any travel to Shreveport and advertising, which the first search totaled about \$3,000.

Mr. Mainiero explained that McPherson and Jacobson are still under contract and can continue the superintendent search without paying a fee and work with the staff to recruit applicants, receive applicants and Caddo will pay for any additional advertisement. He further stated a timeline will be established as before. An additional option is, as the staff person, he can take over the advertising, establish a new timeline, and determine who will receive the applications.

Ms. Priest moved, seconded by Mrs. Crawley, that McPherson and Jacobson conduct a new superintendent search, recruit applicants, and accept applications with the understanding that there be no additional fee for the service except for travel that is deemed necessary by the Board; and that McPherson and Jacobson begin the advertisement of the vacancy in the following publications: AASA, The Shreveport Times, Caddo Citizen, LASE/LASS, LSBA,

Shreveport Sun, Top Schools (Journal Jobs) online no later than September 2, 2013 meeting the necessary legal requirements, the salary is negotiable, that the applicants be vetted by McPherson and Jacobson for superintendent qualifications/endorsements and background checks only. Those applicants meeting their requirements and passing the background checks and presented to the CPSB for review and analysis at least three weeks before the Board votes to interview finalists with the intent to hire a superintendent by October 25, 2013.

Ms. Priest stated that Mr. Mainiero and the Board President have reported that McPherson and Jacobson are currently under contract so there will not be any additional cost for them to provide the service of advertising and vetting the candidates. Mrs. Crawley said that it is not a question of whether or not the Board is going to do this, because the Board approved this at its last meeting; but she asked for clarification if a Superintendent must have superintendent certification or can it be the State can approve them based on the staff? Mr. Abrams explained that if McPherson and Jacobson works with the individual and certifies with the State that the candidate meets the qualifications to serve as Superintendent, it will comply.

Mr. Riall asked if he understands correctly that relative to the motion, in the first search McPherson and Jacobson eliminated certain candidates and submitted a certain number of candidates to the Board; however, they will not do that during this search, but will give the Board all the candidates? Ms. Priest clarified they will give the Board all the candidates who qualify after background checks. Mr. Riall asked if, since we have a contract with this company, this is acceptable to them? Mr. Gibson responded it is acceptable, and they will give the Board all the candidates that qualify.

Mrs. Armstrong noted that what Mrs. Crawley addressed is a non-traditional superintendent and Caddo has had a non-traditional superintendent. This works as long as there is someone on staff that is in a leadership capacity (assistant superintendent, chief academic officer) who has superintendent credentials; and if the Board decides to go with non-traditional, then it must remember that the person in the CAO position must have superintendent credentials.

Ms. Trammel stated, since there is a good motion on the floor, and because it was specified in the first search that the people wanted a local person, she asked if we are stopping the search within a certain region. Staff explained that it will not, because the publications recommended for advertising will actually make notice nationwide.

Mr. Hooks also reminded everyone that the people attending the community meetings spoke in favor of hiring someone local and he believes the Board should grant them that wish.

Miss Green stated that at the last meeting, she remembers Dr. Robinson stating she would not apply for the permanent position if she were appointed to the interim position. Mr. Ramsey said because the agenda does not have this item on it and the Board is discussing a specific item, he does not believe the group can address this.

Mrs. Crawford stated that the Board put this out and there are approximately 40 local people with the superintendent qualifications and all they had to do was to apply. She reminded everyone that as a member of this committee, anyone can apply for the position, and the committee cannot pick and choose what it will or will not listen to.

Mr. Pierson stated that it appears from the motion on the floor that the 12 Board members will be vetting the applications and he doesn't understand why we will not allow McPherson and Jacobson to do what they did the year before. Mr. Pierson asked if he understands that the 12 Board members will conduct the remainder of the screening beyond qualifications and vetting.

Mr. Gibson reminded the Board that McPherson and Jacobson is employed by them until a superintendent is named; and the only additional expenses will be the advertising and travel to Shreveport.

Mr. Abrams stated that because of the Board's concerns in the last search relative to the number of applicants they received, the intent of the motion is to make certain the Board receives an ample number of applicants. He added that in the past the Board would receive and review all the information on their own and then vote on each applicant. Mr. Pierson stated he believes it would be difficult and time-consuming if the Board receives 12 applicants and attempts to check the qualifications and vet each one, which is why he believes McPherson and Jacobson should do this.

Mr. Rachal asked Mr. Gibson if McPherson and Jacobson conducts the entire search again, what the cost will be? Mr. Gibson responded the only additional cost will be media advertising and travel to Shreveport. Mr. Rachal asked about the qualifications, and Mr. Ramsey responded that he believes the Board has a good list of qualifications. Mr. Rachal asked Mr. Gibson if he has any idea why Caddo did not get the applications it would like to have received and if there is anything that can be done differently in the new search? Mr. Gibson responded that they were just as perplexed as the Board that no more local candidates from Northwest Louisiana applied. Mr. Rachal asked if there is anything the District can do differently? Mr. Gibson stated that he has been a school board member and is currently president of the state association in Arkansas; and sometimes it is something internal. Mr. Rachal stated that in the advertising he does not see the need to advertise in the local newspapers, and Mr. Ramsey clarified that it is required that it be advertised in the official journal (*The Times*). Mr. Rachal added that he doesn't believe it is necessary to advertise in the other local newspapers (*Caddo Citizen*, *Shreveport Sun*). Mr. Hooks reminded Mr. Rachal about those that do not take *The Times*, but they do take the *Caddo Citizen* and *Shreveport Sun*.

Mrs. Armstrong, as a point of information, stated that she has been on a number of superintendent searches and this was the first time the consultants limited the number of applicants given to the Board. She added that previously candidates have been vetted and background checks completed, but the candidates' resumes were sent to the Board and Board members would study them before the Board voted to eliminate and select the candidates to be interviewed, which is a process she liked.

Ms. Trammel, in response to Mrs. Armstrong's comments, reminded everyone that the Board asked about receiving all the applications and it was reported to the Board that the Board would receive certain information on each candidate; and also, the firm did not limit the number of applicants, but the Board limited the applicants; but she believes the more we receive, the better.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the main motion carried with Board member Green opposed and Board members Riall, Pierson, Crawley, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:20 p.m.*

August 20, 2013

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 20, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Dr. Mary Nash-Robinson, Legal Counsel Reginald Abrams, staff and visitors. Mrs. Bell led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JULY 16, 2013, JULY 22-24, 2013, JULY 25, 2013, JULY 29, 2013 AND AUGUST 6, 2013 CPSB MEETINGS

Ms. Priest moved, seconded by Ms. Trammel, approval of the minutes of the July 16, 2013, July 22-24, 2013, July 25, 2013, July 29, 2013 and August 6, 2013 CPSB meetings as submitted in the mailout. Vote on the motion carried with Mr. Riall absent at the vote.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following students and staff members for recent achievements. President Ramsey and Interim Superintendent Robinson presented each with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Ten Schools Coming Out of AU Status. The following schools were recognized for being removed from Academically Unacceptable Status: Barret Paideia Academy, Caddo Heights Math/Science School; Cherokee Park Elementary; Creswell Elementary; E. B. Williams Stoner Hill; Sunset Acres Elementary; Turner Elementary School; Booker T. Washington High School, Green Oaks High School, and Huntington High School.

National Board Certified Teachers. The following teachers were recognized for attaining National Board Certification: Kasie Mainiero, University Elementary; Annette Lee, Youree Drive Middle School; John Lary II, C. E. Byrd High School; Chelle Williams Ludke, C. E. Byrd High School; and Paula Rowe, C. E. Byrd High School.

Wilfred Broussard Award. Larry Anderson, supervisor, was recognized for receiving the Wilfred Broussard Award in recognition for his dedication and service as a Supervisor of Child Welfare and Attendance.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced and welcomed the following newly appointed principals: Tiffany Brown, Alexander Learning Center; Ramona Myrick, Arthur Circle; Greg O'Quinn, Barret Paideia Academy; Dawn Tyson, Shreve Island Elementary; Paul Zachary, Vivian Elementary/Middle School; Renee Ellis, Westwood Elementary; Kenneth Berg, Caddo Career & Technology Center; Dr. Stacey Russell, Booker T. Washington New Technology High; Dr. Marby Barker, North Caddo High; and Dr. Cedric Ellis, Woodlawn Leadership Academy.

VISITORS

Hayden Flynt, speaking on behalf of his sister, Kelly Flynt (student), addressed the Board relative to issues she faced at Byrd High School and not being able to accelerate, take E2020 courses and skip her Freshman year. He said because she has not been able to accelerate and skip a grade, she was ineligible for Byrd's Math/Science magnet program, and a student is not allowed to accelerate in Byrd's Math/Science magnet program. Even though this turned out to

not be a problem, she was then told she could not be in Honors Chemistry because she was not enrolled in the Magnet Program, even though she was in Honors Biology during her Sophomore year. Mr. Flynt shared correspondence between his sister and the principal requesting placement in a true Honors chemistry class; and when she approached the principal, he thought it was from the Mother, and again responded that because she was not in Honors program, she would stay in the class she was assigned. He said this is not right and there are State laws designed to encourage students in this regard. Mr. Hayden stated his sister also just learned she may not be allowed to enroll in Dual Enrollment Classes because her high school (C. E. Byrd) will not accept PSAT scores as credit for dual enrollment. He said he believes this is discrimination against her succeeding and something needs to be done to address this issue. Dr. Robinson will follow up on this issue.

Jon Glover, employee, shared disappointment that the Board did not select a superintendent when the Board, along with the Advisory Committee, devised the criteria for determining viable candidates for the superintendent. She further stated that everyone relied on the Board's judgment, and she believes the people are owed an explanation. Ms. Glover stated the former superintendent shared with everyone that 10 of Caddo's AU schools were released from the State and asked the Board to share with everyone what steps were taken to facilitate such a release, because she questions if the information given is valid. She also stated her belief if Caddo had a superintendent in place today, surely the question could have been addressed. Saying that in 90 days the Board will have someone to fill the vacancy, she questions how this will happen when the Board could not name someone after seven months. Ms. Glover encouraged the Board to be honest with everyone and explain why it is important to start the search again.

Jackie Lansdale, president of Red River United, addressed the Board on the following concerns: the Board said that because it does not know how it will allocate the MFP funds, it would be referred to committee and that they take umbrage to that since they have fought hard to get this. She said this is the teachers' money and needs to come to them and it is up to the Board to say when it will happen. When referencing essential personnel, she believes in addition to the teachers, bus drivers and other support personnel are just as essential; and since their take home pay is now less because of increased insurance costs, the Board needs to look at the state allocated funds and provide something to these employees as well. Mrs. Lansdale also referenced the Finance Committee meeting, the discussion on the supply money and the need to look at the budget and hopefully identify a funding source to provide at least \$100 to teachers for supply money annually. She also reported that the policy the Board approved providing 225 planning minutes per week is being violated and she also referenced the stipulation in Bulletin 741 that states a teacher cannot provide more than 750 instructional minutes per student, per week and teachers are getting above that because they are not being provided the planning time provided in policy. Mrs. Lansdale also said that regarding the Personnel Evaluation Plan based on Bulletin 130, Act 54 is contrary to Bulletin 130. She said that Act 54 states that every observation must be announced and the PEP states one has to be announced and one unannounced. She said this will create problems because every time there is an evaluation or observation unannounced and a teacher brings it to her, there will be an immediate challenge.

Mr. Rachal asked for a determination on this fact and a report back to the Board. Dr. Robinson explained that staff is aware of the conflict between Bulletin 130 and Act 54 and staff will follow up with the State Department. Mrs. Armstrong asked if the Plan needs to be amended or can the amendment be sent to the State Department at a later time? Dr. Robinson explained that because it is important to move forward, the plan is to announce any classroom observation.

Mr. Abrams explained that he believes it would be a good idea to state in the cover letter to BESE that we are aware of the discrepancy and announce to BESE that it needs to be corrected. He also stated that when the motion is made to approve the Personnel Evaluation Plan, it can be made with the change that both observations will be announced.

Sandra Hancock, paraprofessional, addressed the Board on her position and the work she does with special education children. She noted her per month pay and all the deductions taken from her monthly salary and asked the Board to consider a fair raise for the paraprofessionals.

Glenn A. Davenport, employee, shared with the Board the harassment he has experienced since coming to the Board with his concerns. Knowing that harassment can ultimately bring about unfavorable actions, he stated that this harassment has become unbearable and there should never be a time when an employee is exposed to such practices. He said it is his intent to bring to the Board's awareness the practices in his immediate work environment that are bringing about this harassment. Mr. Davenport closed by stating that he expects retaliation, but he will only speak louder. Mr. Hooks said he has asked in the past that staff look into this complaint and Mr. Ramsey asked Dr. Robinson to follow up. Dr. Robinson responded staff has worked on this issue and will continue to work to resolve any issues in this personnel matter.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE AUGUST 20, 2013 CPSB MEETING

Interim Superintendent Mary Nash-Robinson highlighted items for the Board's consideration at the August 20, 2013 CPSB meeting and the following discussion ensued. Mr. Ramsey announced that the following items are presented as the Consent Agenda items, Items 6.01-6.03, 7.01, 8.01, 8.03, 8.05-8.08 and 13.01. *Ms. Priest moved seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the August 20, 2013 agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Pierson moved, seconded by Ms. Trammel, to approve the consent agenda (Items 6.01-6.03, 7.01, 8.01, 8.03, 8.05-8.08 and 13.01) as presented by the Board. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendations as recommended by staff and submitted in the mailout.

6.02 Personnel Transactions Reports – Certified and Classified Personnel. The board approved the personnel transactions reports for the period of July 1, 2013 to July 31, 2013 as recommended by staff and submitted in the mailout.

6.03 Administrative Contracts. The board approved the renewal of administrative contracts as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Purchasing. The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Riddell/All American for a unit base price of \$20.20 per helmet for Football Helmet Reconditioning. A copy of the bid tabulation sheet is attached and made a part of the permanent record of the August 20, 2013 meeting.

Item No. 8

8.01 2013-14 Caddo Parish Pupil Progression Plan. The board approved the 2013-14 Caddo Parish Pupil Progression Plan as submitted in the mailout.

8.03 Mental Health Interagency Agreements and Contracts. The board approved the Mental Health Interagency Agreements and Contracts as recommended by staff and submitted in the mailout.

8.05 Long-Term Use of CPSB Facilities. The board approved the requests for long term use of CPSB facilities as recommended by staff and submitted in the mailout.

8.06 Approval of Coca-Cola Concessions Contract for Southwood High School. The board approved the Coca-Cola Concessions contract for Southwood High School as submitted in the mailout.

8.07 Approval of Shared Services Agreements – Linwood Charter School and Linear Middle School. The board approved the shared services agreements with Linwood Charter School and Linear Middle School as submitted in the mailout.

8.08 Out of State Travel. The board approved requests for Out-of-State Travel (General Fund) as recommended by staff and submitted in the mailout.

2013-14 CADDO PARISH PERSONNEL EVALUATION PLAN

Mrs. Crawley moved, seconded by Mr. Rachal, to approve the 2013-14 Caddo Parish Personnel Evaluation Plan with the amendment of announced observations which brings it in compliance with Act 54 and a letter of explanation to BESE. Vote on the motion carried unanimously.

AWARD \$500 FOR ACADEMIC RECOGNITION CELEBRATION TO THE 10 SCHOOLS THAT MOVED FROM AU STATUS

Mr. Rachal moved, seconded by Mrs. Bell, to award \$500 for academic recognition celebration to the 10 schools that moved from AU status.

Mr. Rachal stated these schools deserve this recognition for their hard work and this is only a small token of appreciation recognizing their accomplishment. Mrs. Bell echoed Mr. Rachal's comments.

Mr. Hooks said he agrees with the motion but he believes there is no proof until October. When talking about State Superintendent John White, he believes we need to thank him and the BESE Board because they changed the scale from 200 to 150. Mr. Ramsey stated the comments are beyond the scope of the motion to award these schools \$500.

Mr. Pierson stated that having been in the system for many years, he recognizes the hard work of principals, teachers and the students in reaching this milestone; however, he also recognizes the supervisors and the other staff members, including the former superintendent, who made the changes and provided the support needed to help raise these schools out of the AU status.

Ms. Trammel referenced hearing no proof, but one can go online and see these results, and she believes it is proof enough to move to the next step. While the proof may not be what we read from the State Department, she is willing to express "job well done" to these schools for doing what they needed to do.

Ms. Priest said we did receive notification from the State Department of Education and asked staff to explain how the schools were removed from AU status. Mrs. Woodard explained that the accountability structure did change and for the high schools, they included ACT scores that have not been included in the past and EOC were also weighted as part of the formula, resulting in

heavier weighting in the testing area. She added the 200 point scale did change to a 150 point scale and that conversion means we cannot compare last year to this year but the bar for unacceptable was 50.

Mrs. Bell moved, seconded by Miss Green, to call for the question. Vote on the motion to end debate carried.

Vote on the main motion carried unanimously.

DISTRIBUTION OF ADDITIONAL REVENUE FROM STATE SUPPLEMENT TO CADDO PARISH CERTIFIED CLASSROOM TEACHERS

Mr. Rachal moved, seconded by Mr. Riall, to approve the allocation of additional State funds as follows: (1) a one-time \$800 supplement to all teachers, as defined by Bulletin 1929, to be paid before December 5, 2013, and (2) remaining funds to be held and referred to the Finance Committee to study all options available and present a recommendation to the Board on or before November 15, 2013.

Mr. Rachal thanked Mr. Lee for presenting the information requested. He stated he believes we have a windfall, but at the same time some very serious financial issues need addressing and the Finance Committee should take the remaining funds, review how they best believe they should be distributed and bring a recommendation to the Board by November 15th. Relative to the recommendation for the teachers, he believes distributing it during the Holidays is a time when they all will need it. Mr. Riall echoed Mr. Rachal's comments.

Mrs. Crawley stated she believes the Board should plan things further in advance and she asked if the \$1.7 million is an additional amount from the General Fund? Mr. Lee explained that will come from the other half of the additional funds and not from the fund balance. Mrs. Crawley also asked if there is a clear definition of teacher, and Mr. Lee explained that the Bill references Bulletin 1929 which clearly states the specific accounting functions and object codes that teachers' salaries are credited to. He added it does not include counselors, librarians, etc., but strictly teachers in the classroom. Mrs. Crawley asked about substitutes (long-term) and Mr. Lee said this is not one of the account codes specified in the Bill.

Mr. Hooks asked about classified employees and Mr. Ramsey explained that the motion refers that part to the Finance Committee and requests that a recommendation be brought to the Board by November 15th. Mr. Hooks asked if employees will still get the \$500 Christmas bonus, and Mr. Ramsey explained that this supplement is on top of the \$500 check at Christmas.

Ms. Trammel asked how many teachers will receive the supplement? Mr. Lee stated that it is approximately 2,300, but he can provide an accurate number on Wednesday. Ms. Trammel asked about the support employees and if it excludes those listed. Mr. Lee said he envisions, if the Board approves, an amount from the second half of the state supplement being allocated to everyone else.

Mrs. Crawford asked if we don't do this before November, will staff be able to allocate the monies before Thanksgiving, and Mr. Lee responded that he does not believe it will be an issue.

Mrs. Crawley asked if the Board votes on this at the November meeting, how can it possibly be allocated to the employees by the Thanksgiving Holiday. Mr. Ramsey said he believes the Finance Committee can bring a recommendation in time to make this happen.

Miss Green asked if she understands correctly that the Finance Committee will bring a recommendation and Mr. Ramsey confirmed that is correct.

Mr. Rachal restated his motion *to approve the allocation of additional state funds as follows: (1) a one-time \$800 supplement to all qualified teachers as defined by Bulletin 1929 to be paid on or before December 5, 2013, and (2) the remaining funds to be referred to the Finance Committee to study all options available and present a recommendation to the Board on or before November 15, 2013.* Mr. Abrams clarified that Bulletin 1929 followed the enabling legislation for the payment and that is payment to teachers as provided in the legislation that appropriates the money. *Vote on the motion carried unanimously.*

ANNOUNCEMENTS AND REQUESTS

Miss Green congratulated her school for coming out of AU status and thanked the faculty and staff for a smooth opening of school.

Mrs. Bell extended an invitation to attend District 12's academic celebrations – Turner on September 20th and Huntington on September 27th.

Mr. Rachal congratulated all staff on a successful opening of school. While he received a few calls, he received far fewer calls than in past years. He also announced he will bring an item on the agenda next month relative to the Brandon Goyne Foundation.

Mrs. Crawley asked for a list of all substitutes teaching in the classroom (school, grade, subjects). She also asked staff to look into the student situation at C E Byrd because we need to be flexible with students and meet individual needs. Also, she asked why the policy reflecting the planning period time (225 minutes) is not posted to the web.

Mr. Riall welcomed Dr. Robinson as the new interim superintendent.

Ms. Trammel invited the Board to Caddo Heights for a celebration. Relative to substitutes, she would like to know how many subs are being utilized in Central Office and in what areas they are working.

Mr. Rachal requested a report on classroom sizes, type of class, at University, Youree Drive and Captain Shreve.

Mr. Ramsey recognized Mr. Ford, new Deputy Superintendent for Transformation for the State Department of Education.

Dr. Robinson expressed appreciation on behalf of the staff for the recognition of the smooth opening of school this year and she recognized those members of the team in the audience.

Adjournment. *Mr. Pierson moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:05 p.m.*

Mary Nash-Robinson, Ph.D., Interim Secretary

Larry E. Ramsey, President

August 21, 2012

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, August 21, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Reginald Abrams, legal counsel. Mrs. Armstrong led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JULY 16, 2012, JULY 17, 2012, JULY 24, 2012 AND AUGUST 7, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mrs. Armstrong, to approve the minutes of the July 16, 2012, July 17, 2012, July 24, 2012 and August 7, 2012 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of Communications, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

South Highlands Student Wins First Place Art Award. Ashini Modi, third grader at South Highlands, was recognized as the first place winner in Group 2 of the art portion of the Environmental Awareness Art & Language Arts Contest sponsored by the Alcoa Foundation.

Caddo Parish Magnet Student Attended American Legion Boys Nation. Joshua Smoak, senior at Caddo Parish Magnet High, was recognized as one of 98 high school student representatives throughout the United States chosen to attend The American Legion Boys Nation in Washington D.C. Joshua was one of two delegates selected from Louisiana based on leadership skills, academic record and activity at the American Legion Boys State.

Caddo Parish Magnet Student Competed in the Paralympics Trials. Lakeria Taylor, 9th Grader at Caddo Magnet High, was recognized for her accomplishments in the Paralympics Trials. Lakeria, who lost her sight as an infant, began running at age 5 and recently participated in the Endeavor Games in Edmund, Oklahoma. She participates in the 100-meter, 200-meter, 400-meter, shot-put, discus, javelin and long jump. Mr. Mainiero stated Lakeria's new goal is to compete in the Paralympics games at the Summer Olympics in Rio de Janeiro, Brazil in 2016.

Summer Grove Elementary Teacher Wins "One Class at a Time" Grant. Kelli Simmons, teacher at Summer Grove Elementary, was recognized for receiving the \$1000 KTBS 3 "One Class at a Time" grant. Ms. Simmons plans to use the grant money to purchase LeapPad Explorer games that can be used throughout the curriculum.

North Caddo High School Teacher Attends Naval Academy. Karen Merritt was recognized as being one of 24 teachers from around the country to attend the 19th annual session of the distinguished Maury Project Workshop offered by the U.S. Naval Academy. This project is designed to give science teachers an in-depth study of various oceanographic and meteorological subjects including waves, tides, density and wind-driven oceanographic circulations.

Eighteen Caddo Schools Win Wings to Wellness Awards. The following schools were recognized for outstanding performance (achievement) in the areas of physical activity, nutrition,

and healthy behaviors through the year-long activities and programs: A. C. Steere (Kim Derrick, principal and Janice Adams, wellness coordinator); Arthur Circle (Eddie Smithey, principal, and Michael Carroway, wellness coordinator); Atkins (Mia Brooks-Cooper, principal, and Dan Cezar, wellness coordinator); Claiborne (Ellen Hall, principal, and Scott Wooden, wellness coordinator); Creswell (Tracey Harris, principal, and Margo Newell, wellness coordinator); Stoner Hill (Michelle Franklin, principal, and Victoria Wade, wellness coordinator); Sunset Acres (Stacey Jamison, principal, and Sharon Campbell, wellness coordinator); University (Paula Nelson, principal, and Norma Buteau, wellness coordinator); Werner Park (Deborah Alexander, principal, and Arthur Duhon (retired)); Westwood (Rudgerick Brown, principal, and Gene Noel, wellness coordinator); and Ridgewood (Scott Aymond, principal, and Jena Blair, wellness coordinator).

The following schools were recognized for distinguished performance in the areas of physical activity, nutrition, and healthy behaviors through year-long activities and programs: Fairfield (Pamela Graham, principal, and Erin Bergeret, wellness coordinator); Caddo Middle Magnet (Keith Burton, principal, and Linda Killian, wellness coordinator); and Booker T. Washington (Patrick Greer, principal, and Jennifer Edwards, wellness coordinator).

The following schools were recognized for performance in the areas of physical activity, nutrition and healthy behaviors through the year-long activities and programs: Bronze Wings--Riverside Elementary (Christy Terrill, principal, and Katherine Thomas, wellness coordinator); Alexander Learning Center (Dawn Tyson, principal, and Jason McElveen, wellness coordinator); Silver Wings--North Caddo High (Kenneth Berg, principal, and Lory Kowaleski, wellness coordinator); and Gold Wings--Herndon Elementary/Middle Magnet (Brenda McDonald, principal, and Sharlene Wilson, wellness coordinator). The "Gold, Silver and Bronze Wings" are given to the top three schools in Caddo that have exhibited a variety of events that included school, family and community participation in the area of wellness.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced the following newly appointed principals effective with the 2012-13 school year: Dr. Stacey Russell, Barret Paideia Academy; Pamela Graham, Fairfield Elementary Magnet; Dr. Karon Rankin-Manning, Judson Fundamental Elementary; Shelia Gladney, Mooretown Elementary; Billy G. Williams, Broadmoor Middle Lab; Tellauance Graham, Caddo Middle Career & Technology Center; Rick Carson, Youree Drive Middle School; Richard Dezendorf, Caddo Career & Technology Center; Travis Smith, Huntington High; and Kenneth Berg, North Caddo High.

VISITORS

Kelley Flint, Byrd High School student, addressed her desire to take Biology I Honors; but because she is not enrolled in the magnet program at Byrd, she was told she is not eligible to take that course and must take Biology I Enriched. She said as an academically Gifted neighborhood student, she has the right to enroll in rigorous courses under the Gifted umbrella, and this is not only discouraging to her, but she believes it is discriminatory against her trying to achieve academic success, and hypocritical. She cited Caddo's mission and vision to improve the academic achievement of all students and to afford every student the opportunity to compete in a global society and Caddo's values to embrace the individual growth of every student and that these include her. Miss Flint stated she presented her issue to the Chief Academic Officer, but the solution was to keep her in Enriched Biology I and give her Honors Biology I credit. With the superintendent's message of high expectations of everyone (students, teachers, administrators, and parents), she is led to believe that he too shares high expectations; however, when made aware of her plight, the superintendent said he would take care of it Monday, and the same response came the following Friday. Miss Flint also cited her records which indicate that Honors I Biology is merited, and Act 660 which states that students shall be allowed to accelerate their academic process, provided flexible courses, and empowered to take new paths.

Vanessa Naquin, parent of an autistic daughter at Huntington High School, addressed the board on her desire to be an actively involved parent in her daughter's education as well as the lives of other special needs children. She asked the board to define parent involvement, what is expected of her as a parent, and the limitations of her involvement in her daughter's education so she can be a parent on the campus.

Jackie Lansdale, president of Red River United, reminded the board of State Superintendent John White's presentation to the board, and pointed out the other part of the story not told as it relates to preK and that no child should ever be in a situation where they cannot avail themselves of a quality preK education; however he did not say that every child will not be able to avail themselves of the services of a preK program because Caddo does not have universal preK. Superintendent White also stated that Caddo has TAP; however even though Caddo does, there is no compensation for it in Caddo and is why staff has dragged its feet on moving forward. He also talked about the opportunity for mentor and master teachers which will be a boom to public education by compensating teachers for helping teachers that don't become administrators. Mrs. Lansdale also stated that Mr. White said TAP is 50% just like Value Added and this is not true, and she challenged board members to look at any of the TAP models which will reflect that it is 30% student score and 20% SPS. For Value Added, it's 50% for student scores and there is not an SP Score factored into it. She said the board has a fiduciary responsibility and encouraged the board to look at roll forward opportunities and ask the public if they would support it for addressing unfunded mandates, lack of state funding, charter schools, vouchers, etc. She also reminded the board that it will be responsible for developing a new salary structure prior to January 1 to be turned into the state; and she encouraged the board to be the fiduciary manager and policy maker for the Caddo District and do what needs to be done.

Celeste Powell, Occupational Therapist for Caddo Parish Public Schools, asked the board to favorably consider her request to relook at the recommendation from Rahmberg, Stover regarding her position as she is the only OT/PT that was affected the way she has been affected and is the only 12-month employee (OT/PT) remaining.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted agenda items for the board's consideration and the following discussion ensued. Mr. Rachal asked that Item 7.07 "Resolution Re: Caddo-Bossier Port Proposed Roll Forward" be pulled. Mrs. Crawley requested that Item 7.09 "Bus Transportation for Stoner Hill students at Apartments on Stoner Hill and Viking..." be pulled and that Mr. Abrams and staff draft a policy listing exceptions to the one-mile radius. Miss Green and Ms. Trammel stated their agreement with Mrs. Crawley's request relative to Item 7.09. Item 12.02 "Legal Update....." was also postponed. President Riall announced that Consent Agenda items are 6.01, 7.01, 7.04, 7.06 and 12.01. *Ms. Priest moved, seconded by Mrs. Bell, to approve the proposed consent agenda as presented. Vote on the motion carried unanimously,* and the following is a summary of the board's action on consent agenda items.

Item No. 6

6.01 Bids Purchasing. The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: Buckelew, Inc., totaling \$128,654.46 for the purchase of Large Kitchen Equipment. A copy of the bid tabulation sheet is made a part of the permanent record of the August 21, 2012 meeting file.

Item No. 7

7.01 2012-13 Caddo Parish Pupil Progression Plan. The board approved the 2012-13 Caddo Parish Pupil Progression Plan as revised and submitted in the mailout.

7.04 Approval of Revision and Addendum to Caddo Performance Evaluation Plan and New Job Descriptions for Principal, Assistant Principal, and Elementary Instructional Coordinator. The board approved the proposed revision and addendum to the Caddo Performance Evaluation Plan and new job descriptions for principal, assistant principal and elementary instructional coordinator as submitted by staff in the mailout.

7.06 Out of State Travel. The board approved requests for Out of State Travel from the General Fund as recommended by staff and submitted in the mailout.

Item No. 12

12.01 Student Readmission Appeal. The board approved staff's recommendation for B.C. as submitted in the mailout. Parents are in agreement.

RAHMBERG RECOMMENDATION, RE: OCCUPATIONAL THERAPIST

Mr. Rachal moved, seconded by Mrs. Armstrong, to restore the salary configuration as established and vacation as established prior to compensation plan approval. Mr. Rachal stated that one employee was singled out and disenfranchised, and he doesn't understand why we are telling a 13-year employee their salary will be frozen for 10 years. Also, while the new pay scale shows her gaining vacation, money is still being taken away. Since other individuals classified as OT or PT have been addressed, Mr. Rachal said correcting this employee's situation is the right thing to do, and he appreciates the board's support to correct this issue for this employee.

Mr. Abrams explained that the motion as presented by Mr. Rachal states going back to the old formula, which addresses all the employees whose salary is based on the teacher salary schedule; and if approved, it will affect more than this one employee. Mr. Rachal verified that is what he is asking versus this employee not receiving any additional income for 10 years.

Mrs. Armstrong stated that when this matter was first brought up, it was indicated that this employee's daily rate of pay is less than the other OTs and she is doing the same work. She believes this is inconsistent and unfair, and this one employee should not be discriminated against because she works 12 months and the others work 9 months.

Board member Green asked for clarification and if there are two categories, one for the one 12-month employee who will be locked in, and another for the 9-month employees? Dr. Dawkins stated that the recommendation from the third party (Rahmberg) is this position is frozen for the period indicated and it is the recommendation presented to the board for this position. Miss Green asked if she understands correctly that this position is frozen for the 10 years. Mr. Riall responded that is correct and it only affected this one position.

Mrs. Crawley asked the superintendent if it is correct that this employee's daily rate of pay is less than the other OT/PTs? Dr. Mary Nash-Robinson explained that she made the statement in the work session related to the structure of the current salary schedule, and in most cases when you compare two positions that are similar and one is 12 months (260 days) and the other is 9 months (182 days or 192 days), the 260 day position will have a daily rate that is less than those with 182 or 192 days. Mrs. Crawley asked if her duties are different for the extra 68 days she works? Dr. Robinson said it is the same job description with the only difference being the calendar year. Mrs. Crawley asked if Rahmberg looked at this scenario before the change in the compensation plans? Dr. Robinson referenced the last page in the package on the history from the year before the compensation plan was implemented to where we are currently. Mrs. Crawley noted a

supervisor's position that even though they make more money, their daily rate of pay is less because of the number of days worked; and she doesn't believe this makes sense even though she does understand Fair Market Value. Mrs. Crawley asked how many people are frozen at their current salary, because to her this means these employees have, for that number of years, been paid more than Fair Market Value. With staff not having that information on hand, she asked if Mr. Rachal's motion will grandfather this employee in and any new employees hired will be under the new plan? Dr. Robinson explained this employee is the last employee with this 12-month calendar year and all the others, including future hires, have a 9-month calendar year. Mr. Lee pointed out that if the motion on the floor passes, there is another category of employees (Special Education Diagnostician) that will be affected since their salary is also on the teacher salary schedule, the same as this employee. Mrs. Crawley asked if we have always paid the additional 68 days at a lower rate? Dr. Dawkins restated Dr. Robinson's analogy that those who work longer (260 days) have a lower daily rate of pay. Dr. Robinson said that is consistent and those in the school building who come to work at Central Office and assume a 260-day calendar year soon find out that their daily rate is less than when they were on the school campus. Mr. Abrams explained that is because the new position held is categorized higher and requires more days and it is a promotion; however the daily rate of pay is less because their annual salary is now divided by 260 days rather than the 182 days. Dr. Dawkins also added that employees are not purposely paid less, but they work more days which results in the daily rate being less. Mrs. Crawley stated she doesn't understand why this employee's daily rate should be less when she is doing the same job. Mr. Abrams further explained that according to Mr. Rahmberg, this particular position was being paid on the teacher salary schedule so they used 12/9^{ths} to pay this employee; however, because this employee was on the teacher salary schedule, and getting holiday time as well as accruing vacation time, Rahmberg backed these out, compared the annual salary to what PTs are making in the area, and determined this employee was actually being overpaid, which resulted in freezing her salary for a certain number of years. Mr. Abrams said the daily rates are actually an arbitrary number and will change based on the position held by an employee. Mrs. Crawley asked if her vacation was cut and she should get three weeks, but is actually only getting two weeks? Jim Lee responded that based on the number of years service (13 years), she should be gaining 1.25 days per month. Mrs. Crawley asked if she will get fewer vacation days if she works fewer days with the new schedule? Mr. Lee said staff would not go into the system and tell it to accrue fewer days for this employee.

Ms. Priest asked someone who is intricately involved with the salary schedule to explain the potential impact to the District from other positions should the board support this motion? Mr. Lee verified that he knows that Special Education Diagnosticians will be affected; however he is unaware how many and what their salaries are, and he would need to research this to determine the impact. Ms. Priest asked if other OTs are paid on the teacher salary schedule plus get vacation and holidays. Mr. Lee responded this employee is the only 260 day OT based on the teacher salary schedule and all the other OTs are either 182-day or 192-day positions.

Mr. Ramsey asked Mr. Lee if we have only one OT in this position and as we hire new OTs, is the 260-day position being phased out? Mr. Lee explained that the calendar for that position is being phased out. Mr. Ramsey asked Mr. Abrams if the motion on the floor will resurrect a salary plan that is non-existent? Mr. Abrams said he believes the intent of the motion was to put the salary schedule back to where it was prior to the change; but the salary schedule before was using 12/9^{ths} plus \$1500 plus 10% for everyone in that department, and he believes the maker of the motion clarified that he only wants to address the 260-day employee. Mr. Ramsey referenced the documents provided and asked if the salary is the same under the Arthur Anderson compensation plan as it is today? Mr. Lee clarified that it is similar and on the previous salary schedule it was figured on where this employee fell on the teacher salary schedule (and factored up to 12/9^{ths}), plus 10%, plus \$1,500; and the Rahmberg plan changed the 12/9^{ths} to 221 over 182, which is the only thing in question at this time, because everything else has been given back to this employee through board action. Mr. Ramsey stated that this is

not uncommon in business practice. *Mr. Ramsey moved, seconded by Ms. Priest and Miss Green, that the CPSB approve the Rahmberg recommendation and staff's recommendation as presented.* Mr. Ramsey said after hearing the explanations and reviewing the information, he believes it unfortunate that this has happened, but if the board tweaks one, there will be others. He reminded the board that it approved the salary plan in place, and this is the third time the board has asked for a review of this position and the answer has not changed.

Mr. Pierson said when he came to work at Central Office from the classroom, he made more money because it was a promotion; however, his daily rate of pay was less because he worked more days. He said it would be his recommendation that we give this employee a promotion to the next level and at the salary she had before, but not destroy the integrity of the salary schedule. He said he doesn't believe it fair to this employee to address it any other way. *Mr. Pierson moved, seconded by Mrs. Crawley, to look for a promotion for this employee that will put her at a salary schedule and not take advantage of her.* Mr. Ramsey asked if this is done how many employees would now want a promotion; and if this is something we want to do, it would be an item to refer to staff for review rather than tacking it onto a motion that we are unsure what the impact might be. Mr. Pierson said he doesn't have a problem authorizing staff to look into this and bring something back to the board; however, he believes it is something that needs to be looked at seriously, especially since this is the last employee in this position and we will no longer hire a 260-day OT. Mr. Riall questioned if there is even such a position? Based on legal advice, Mr. Pierson stated that he will withdraw his motion and ask staff to bring to the board something where by this one time situation can be resolved, placing this item on the agenda at next month's meeting. Mr. Pierson asked Mr. Ramsey if he would accept a friendly amendment to his motion to refer to staff to look at all these type positions and determine if there is anything we can do. *Mr. Ramsey said he would be willing to change is motion to approve the recommendation of Rahmberg and staff, and to direct staff to research the possibility of addressing some future salary treatment via promotion or otherwise for the one employee impacted and any others that may be in the same situation.* Ms. Priest said she made the second on the original motion by Mr. Ramsey, and she does not agree to the friendly amendment.

Mr. Rachal called for a Point of Order and Mr. Pierson withdrew his motion; however, the second to Mr. Pierson's motion did not agree to withdraw her second.

Since the seconds were not agreeable, *Mr. Pierson referred back to his original motion, second by Mrs. Crawley, to authorize staff to look at a situation whereby a promotion can be given to this employee so that her salary is not frozen, and not jeopardizing the integrity of the salary schedule.* Mrs. Crawley asked if she understands correctly that staff is to bring to the board by the next meeting a way to work this out for this employee. She said she does not want to set precedence, but she does agree with Mr. Pierson.

Mrs. Bell moved, seconded by Ms. Trammel, to postpone this item. Mrs. Bell said to her there are too many different opinions and this is a single situation; and she reminded the board of the number of grievances filed when the Rahmberg salary plan was implemented. She encouraged the board to support the motion to postpone and allow time to look closely at what the board will do before making a final decision for this one employee which will ultimately affect many others as well as the number of grievances the board would have to address. Ms. Trammel said she is trying to understand as it relates to this one employee if we are attempting to find a solution; but, at least five different recommendations have been brought forward, all of which appear to be geared toward the same thing. She said she understands everyone saying "when they were employed by the school system", because she too for six years was in and out of frozen positions and no one to look at it for her. Ms. Trammel said all the board is doing now is talking; and if the board is going to give staff the chance to come up with a solution, which she thought we had come up with a solution via the proposed recommendation presented, it is important to give staff the time to look at options, i.e. giving this employee 182 or 192 days so that this 12-month job

can be eliminated and we will not have this problem in the future. Ms. Trammel asked if a 192-day calendar year has been offered to this employee? Dr. Robinson said staff has not offered this change to the employee, but staff has discussed this with the employee's supervisor who has some thoughts in this direction. Dr. Dawkins stated for clarity that it's important to be creative in coming up with a solution with known parameters because this employee deserves the District's respect in addressing this situation. Ms. Trammel stated she believes the change can be made without cutting her salary or making a large impact on the District.

Mr. Hooks said he doesn't believe this conversation would be taking place if the superintendent had given the board the information before voting on the current salary schedule. After reading the proposal, he doesn't believe anyone in their right mind would have voted for it, and he doesn't believe it is fair so this situation needs to be corrected. He also stated that the board needs to make sure it is clear when approving something. Mr. Hooks asked if he understands correctly that the OTs and PTs were put back on their old salary schedule, because he believes that to be so and he doesn't understand why this employee was not done the same way. Mr. Hooks said it should be in the minutes where he told the board this would happen.

Mr. Riall reminded the board that the motion on the floor is to postpone and comments should be about postponement. Mr. Rachal stated he has no problem with postponement, but agrees with it with some direction. He believes the staff is intelligent and can come up with a job code for the one 12-month employee along with the possibility of this position being changed to a 9-month position. Mr. Rachal stated his appreciation for the open discussion on this item.

Mr. Ramsey moved to call for the question on all motions on the floor. Vote on the motion to end debate carried with Board member Priest opposed.

Vote on the motion to postpone this agenda item until next month and that staff bring back to the board creative ways to address this employee's situation carried unanimously.

REVISION TO CADDO PARISH SCHOOL BOARD POLICY IKFB (GRADUATION EXERCISES)

Miss Green moved, seconded by Ms. Trammel, approval of the proposed revisions to CPSB Policy IKFB as presented in the mailout. Miss Green stated she brings this proposed revision because of an incident last May with twins and one twin got to march with their class and the other twin did not. She believes the policy should be if a student does not pass all requirements to graduate, then the student does not march with their class. Ms. Trammel stated her agreement. Mrs. Bell said with GEE no longer a part of the requirements and EOC test now in place, she can support this revision. Mr. Abrams stated that the new policy is not specific to the requirements, but only that a student will fulfill the necessary requirements and qualify for an appropriate diploma. Vote on the motion carried unanimously.

RESOLUTION OF LEVEL IV GRIEVANCE

Mr. Ramsey moved, seconded by Mrs. Armstrong, to uphold Level III positions to all grievances.

Miss Green moved, seconded by Mr. Hooks, to go into Executive Session for 15 minutes to hear a Level IV grievance. Mr. Abrams explained this motion is out of order and is a violation of policy; and if the board chooses to hear it, it will be heard at the next meeting. Miss Green moved, seconded by Mr. Hooks, that the Level IV grievance be heard by the board at its next meeting. Miss Green said this individual has come to the board several times to be heard; and she believes the board owes it to her to hear her grievance. Mr. Hooks said everyone is due due-process. Mr. Ramsey asked Mr. Abrams to explain the grievance process and the documents provided. Mr. Abrams reminded the board that it revised the grievance policy and now the

grievance is heard totally through the submission of documents and a transcript, which board members were provided. He further explained there will not be a hearing, but at the next meeting the board will hear an argument by each side and a recommendation. Everything else has been presented and no additional information will be submitted. Mr. Ramsey stated he read the information and his decision was influenced by the documentation presented. Mrs. Crawley said she believes we should let the attorneys speak and have more of a due process for these employees. Mrs. Bell said she believes this employee should be given due process, but she understands that after this particular grievance, these will no longer be brought before the board. Mr. Abrams explained this is not a personnel issue, but it is a grievance filed by an employee; and because it is the board's policy to provide employees with due process, the board will still direct the superintendent on how grievances are to be handled. Mrs. Bell asked if the board will go into executive session and look at the documents presented, and Mr. Abrams clarified that the employee and the staff will present their sides to the board. Mrs. Bell said she believes we need to offer this employee the opportunity to present their side to the board.

Ms. Priest asked for clarification on the delay since the information was on BoardDocs, no attorneys will argue this procedure, and no additional information will be submitted. Mr. Abrams verified that is correct, and there are no additional attorney fees unless the employee hires legal representation and he finds it necessary to pass this information to an attorney for Caddo.

Miss Green said she doesn't see what is so difficult about this issue, because it is simple to her for the board to go into executive session to hear the information. She encouraged the board to move forward with hearing this grievance next month.

Ms. Trammel moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate passed with Board member Priest opposed.

Vote on the substitute motion to postpone this item and hear it at the next meeting in executive session failed with Board members Riall, Priest, Crawford, Rachal, Ramsey and Armstrong opposed and Board members Green, Pierson, Crawley, Hooks, Trammel and Bell supporting the motion to postpone.

Vote on the main motion to uphold staff's recommendation at Level III failed with board members Riall, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion and Board members Green, Pierson, Crawley, Hooks, Trammel, and Bell opposed.

CLOSING OF ALL FACILITIES DURING THANKSGIVING WEEK

Mrs. Armstrong moved, seconded by Mr. Hooks, that all facilities for Caddo Parish be closed and all employees released for Thanksgiving week. Mrs. Armstrong stated she believes if the superintendent says closing the facilities saves the District money, the same as the four-day week, and because these employees did not receive a pay raise, the board can say thank you to them by closing Thanksgiving week. While she doesn't want any appearance that this is wrong in any way by her bringing this, she announced she will abstain from voting on this item. Mr. Ramsey asked the superintendent if this information is new; and in light of this information, is it something the staff can recommend. Dr. Dawkins responded that staff discussed this at today's staff meeting and staff supports this. Mr. Ramsey stated because the superintendent confirmed this is something staff recommends, he accepts it as a staff recommendation.

Mrs. Crawley stated that if the board approves this, the board will give only a small group of employees a thank you; and if the board approves this, it will only be fair if this group of employees receives the time off without pay. Ms. Trammel asked the maker of the motion if this

is for the 2013-14 school year? Mrs. Armstrong responded it is for the 2012-13 school year. Ms. Trammel encouraged the board to look at doing this for the employees in 2013-14.

Ms. Priest stated her agreement with Mrs. Crawley and that doing this will give a small number of employees a pay raise. She asked if the superintendent met with the employees at the school-based site? Dr. Dawkins said he met with employees at the Central Office, and Ms. Priest stated if she were at Central Office, she too would support being off Thanksgiving week. She noted that the budget for the 2012-13 school year has been implemented and the calendar developed and she believes we should adhere to the schedule and structure in place. She doesn't believe this is the proper thing to do and encouraged the board to consider the public's perception.

Mr. Rachal called for the question. Vote on the motion to end debate carried with Board member Pierson opposed and Board member Green absent for the vote.

Vote on the main motion failed with Board members Riall, Pierson, Crawley, Trammel, Priest, Crawford, Rachal, Ramsey and Bell opposed. Miss Green was absent for the vote, Mrs. Armstrong abstained, and Mr. Hooks supported the motion on the floor.

APPROVAL OF PROPOSED REVISIONS TO CPSB REDUCTION IN FORCE POLICIES

Jackie Lansdale, president of Red River United, shared that employee representatives met with the superintendent last week in a policy meeting; and even though they did not have enough time to study this proposal, they have taken the time to look at it and do have some questions. Three areas they want to review further include teacher administration (each targeted subject area), area certification (need for more specificity), and effective ratings. She noted lawsuits filed because of a lack of understanding as to what category meant, and that an explanation is needed on effectiveness and the need for administrative procedures written into this policy. She said if the District was forced to reduce staff today under this new policy, it would be firing some of its best and brightest teachers because of the flawed Value Added model; and she suggested adding the verbiage "after all appeals have been completed". She also asked the board to look closely at the verbiage of "at date of receipt of individual termination" and the fact that it says "date of mailing" and Forethought's verbiage is "date of receipt of the notification". Under recall procedures, Mrs. Lansdale said that recall procedures are counter intuitive as you have fired people based on their level of effectiveness but according to the proposed policy, the District would begin rehiring employees based on the most ineffective. She asked the board to request the superintendent to review this language, to consider the language relative to reducing a school site, and that meetings are scheduled in a timely fashion to address the new salary structure that must be in place by January 1.

Mr. Ramsey moved, seconded by Mr. Rachal to approve the proposed revisions to CPSB reduction in force policies. Mr. Rachal noted suggestions he heard relative to the timeframe on individual terminations and that the grievance must be in writing and filed within 10 school days from the date of mailing of the layoff notice and asked that the board consider adding "no later than 10 or 15 days?" Mr. Abrams explained that the date was changed because the last policy had 10 days after the layoff date, and the intent of the 10 days is to make certain we had a mailing date so someone knows what 10 days from that date would be, because "from date of receipt" will be hard to track. Mr. Rachal asked about adding as a friendly amendment "10 days after the date of receipt, but no more than 15 days from the date of mailing." Mr. Ramsey stated his agreement with this friendly amendment.

Mrs. Crawley asked for clarification and doesn't the board implement a reduction in force when it votes on the budget? Mr. Abrams said that is not what the statute says, and the changes in the policy are about efficiencies in the school system; and it is the superintendent that makes the

decision as to how many positions are necessary, and that decision is driven by demand and not by the budget. Mrs. Crawley asked if she remembers correctly that the last layoff was driven by the budget and Mr. Abrams said that is correct. Mrs. Crawley asked about any problem with adding *“after all appeals have been decided.”* Mr. Abrams responded that this proposed policy came from Forethought as a part of their policy, and the State Department also sent a policy and the language in this policy was taken directly from the State Statute on *“How to do a Reduction.”* Now the board will approve a policy and procedures will be developed through the superintendent, with the district having both a policy manual (board driven) and a procedure manual (Superintendent developed). She also asked about the rehiring process and that we would never rehire someone that is ineffective, and Mr. Abrams said that is not necessarily true, because it will depend on how and why it happened; and procedures established may allow for a lot of discretion. Mr. Abrams also added that if it is the board’s desire, recall procedures can be eliminated, and Mrs. Crawley asked why would the board want to eliminate procedures? Mr. Abrams responded because the board does not want to rehire ineffective people, and Mrs. Crawley stated that because they were let go doesn’t necessarily mean they were ineffective. Mr. Abrams further explained that the way the policy is written, if an ineffective employee is terminated, they would have to be rehired in a recall; and suggested that the verbiage be added that *“an employee will not have recall rights under the RIF if they have been declared ineffective, unless approved by the superintendent.”* Mr. Rachal stated that he believes this should be clarified under procedures.

Mrs. Crawford noted the comment that the first ones to go are ineffective teachers, but if a teacher has tenure there is a chance of 5-6 years, and what happens if a Gateway teacher’s students all pass, but three of those students did not take the advanced curriculum, but ranked Basic. Mr. Abrams said that is a true indication that this system has a lot of problems, but this will be a part of the procedures developed by the superintendent, recognizing that a system has been developed that we must use, but we still must be fair to other employees. Even though they may be a Gateway teacher, if the system declares them ineffective, how can one say they are a better teacher than someone at a lower performing school that could not reach their target. He stated that procedures will need to be very detailed and will be important in making these determinations; and it will be necessary to address these things so that there are no absurd results. Mrs. Crawford asked if the policy should reflect guidance as to the procedures? Mr. Abrams responded it does and it follows the language in the statute on how it is to be done. Mrs. Crawford stated that she believes the policy should be more definitive so that when the superintendent puts together the procedures, there is a clear understanding as to exactly what the board is asking in policy. Mr. Abrams noted that there could be a lot of exceptions, i.e. distinctions, and a procedure needs to be outlined that includes all possible factors. Mrs. Crawford noted the section on teachers and administrators and that within the paragraph it references teachers and not administrators. Mr. Abrams said it means all administrators, and there must be an evaluation for all, including the superintendent, and staff will need to develop procedures within the parameters of the law.

Mr. Rachal noted another calendar issue under recall procedures that states *“within seven calendar days”*, and his question is *“within seven calendar days of what?”* Mr. Abrams said it should be within seven calendar days of the notice of recall. Mr. Rachal asked that the same 10 and 15 days be included in the verbiage to clarify. Mr. Abrams said there has been a lot of experience in this recall; and the reason why is we call and ask them if they want their job back as well as send a letter. Mr. Rachal asked what happens if someone is on vacation, and Mr. Abrams stated that the same language used in the first area discussed can be used in this area and it will be consistent. He asked if he understands correctly that the board needs to decide how it wishes the superintendent to put together the procedures. Mr. Abrams said that is not correct and the board approves policy and gives the policy to the superintendent to develop procedures as to how that policy will be implemented/carried out. Mr. Rachal said he wants something in the policy that addresses how the procedures are developed and asked if the board approves the

procedures? Mr. Abrams said it is not, and Mr. Rachal stated his concern that the board will approve policy and it is given to the superintendent to develop procedures. His concern now is what can be added to the policy relative to how these procedures are done and if the board can approve them once they are presented. Mr. Rachal referenced contracts and agreements and once the board approves it, asked if it is true that the board is giving the superintendent a blank check to move forward because he doesn't do business that way. Mr. Abrams said the board hires a chief executive officer to run the district in accordance with the board's guidelines and if the chief executive officer does not do so, then the board terminates that person. Mr. Rachal stated the board does not get to do that anymore, and Mr. Abrams said the board does have that authority. Dr. Dawkins said he has nothing to hide from the board and when the policies are in place, staff is charged with putting together the procedures, and these will be shared with the board. Mr. Rachal added that he is not referencing the current superintendent with his concerns, but this could be an issue down the road.

Ms. Priest asked if the procedures can be attached to the policy as a working document, and the procedures brought to the board when complete. She also asked if the September 1st deadline is one that is set in stone. Mr. Abrams responded that it is. Ms. Priest stated her belief that the RIF and the new teacher valued added could potentially bring about a lot of activity and possibly reduce teachers by 10% each year; and asked if this is being looked at in the procedures. Mr. Abrams said it should not be procedure, but the policy states that one does not consider how people are doing relative to the use of RIF policies strictly for a Reduction in Force because the State Statute does require that the appeal process is followed. Ms. Priest said that is the performance side of the policy and if the board is going to have to address these policies, she believes the board should have input into the steps to be followed. Mr. Abrams said he doesn't believe the board should be making that determination and is something the administration should follow and it would actually be a part of the performance evaluation of the employee. Mr. Abrams reminded the board that the real issue will be addressing support staff because teachers are always in demand, and are not a group the board would look to lay off.

Mr. Pierson called for the question and the vote to end debate carried unanimously.

The vote on the main motion to approve the proposed revisions to the CPSB reduction in force policies as amended to include that no employee declared ineffective will have recall rights unless approved by the superintendent carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Dawkins reminded the board that Summer School Graduation is Thursday evening at 6:00 p.m., at Caddo Magnet High School.

Dr. Dawkins also updated the board on the opening of school and expressed appreciation to all staff at every level for the outstanding preparation provided in order to begin the school year. He thanked those who participated in Hop on the Bus the opening day of school and the great job done by Booker T. Washington High School, J. S. Clark Elementary School, and the Ombudsman site at Bethune. Since the first day of school, Dr. Dawkins reported visits to Blanchard, Oil City, Fairfield, North Caddo, Timmons, Riverside, Barret, Turner, Huntington, Queensborough, Stoner Hill, Walnut Hill, and Mooretown, and the teachers were ready to teach and children were ready to learn. Some of the issues addressed included bus routes, late buses, and traffic flow at some of the schools. He also reported that the Attendance Office, Child Nutrition and Transportation assisted approximately 800 students in 2.5 days here at Central Office. Dr. Dawkins also noted an issue where boundary lines were not completely updated; however, staff identified the source and corrections made to get students in the correct location. Dr. Dawkins also reported that as a new year begins, it is important that academics remains the focus no matter what one might hear or see. He also noted that staff will continue to look at how

students are moved around in the district, i.e. old transfers, district assignments, building capacity issues, homeless children, foster children, because some students are in locations they do not need to be and it is important that they are where they will get the best chances possible for their education. He announced that a group of principals and other staff members will be put together to look at this and determine how best to move children around. Regarding Forethought, Superintendent Dawkins stated that the District has outdated and ineffective policies and it is very important to accelerate this process with Forethought. Dr. Dawkins announced he will ask for a community forum on September 19th or 26th to address the new educational environment in Louisiana so everyone will come to understand it. A School Performance overview with specific school information will be provided in September or October, and staff will also update the board on the status of Caddo's MOUs, the Department of Education and where we go forward from this point. Dr. Dawkins also announced a complete Virtual School report will be presented at the September work session and shared a written update with the members of the board. The superintendent also reported that staff is obtaining cost and sources of funding for preK Centers in Caddo as well as the Year-round schools.

ANNOUNCEMENTS AND REQUESTS

Mr. Hooks expressed appreciation to Dr. Dawkins and staff for chasing down the MOU for Bossier Parish Community College and thanked Jim Henderson for bringing the Pharmacy Tech Course to Fair Park Medical Careers Program. He announced that when seniors complete this two-semester course, they will earn six college hours.

Mrs. Bell commended staff for the outstanding job on converting J.S. Clark and reminded everyone that if we had voted on the bond issue, all the schools would look like this. She also shared how impressed she is with the Barber Program at Booker T. Washington and the fact that they are partnering with VoTech. She also commented on the Ombudsman Program and that this program is what Caddo needed to help get these students on track. Mrs. Bell said there are a lot of positive things going on in Caddo Parish and she encouraged the board members to begin changing the perception on the street.

Mrs. Crawford reported that while attending the Southern Region Conference in Biloxi, she, Mr. Pierson, Ms. Trammel and Mr. Hooks learned a lot of new things, one of which was how other districts are addressing drops in attendance in school on rainy days. Other districts have improved attendance on rainy days by partnering with organizations that provide students that walk to school raincoats and rain boots. She said she has begun working on this in Caddo by talking to the PTAs and other possible sponsors about partnering and helping in this area.

Mrs. Crawley requested that staff provide a more uniform definition of the school day for the employees, i.e. times/days for faculty meetings, time the teachers must be at school in the mornings, times teachers must remain after school in the afternoon, etc. She also asked that the board attorney look at bus transportation exceptions, and that three or four years ago she asked for the cost of year-round schools for the entire district.

Miss Green asked that staff provide her with an accurate number of 6th graders at J. S. Clark and Newton Smith, as well as the accurate number of 6th graders at Newton Smith last year. She also said she agrees with the comments relative to Hop on the Bus and thanked Mrs. Moore and her staff for the services offered to parents in getting students enrolled.

Mr. Pierson thanked Mrs. Bell for the accolades to the District 3 schools and he thanked Steve White for the work he and his staff did to get J.S. Clark ready for the opening of school.

Ms. Priest asked administration to begin compiling a plan to charter Caddo's own preK for the District; and that staff, in working with the Judicial System on drop-out recovery, invite Judges

Lattier and Stone to make a presentation at a future meeting on this program. She stated there are a number of students in Caddo Parish that drop out for a number of reasons and she doesn't believe it acceptable to continue to allow these students to leave the system without attempting to recover them to work toward their diploma or a GED.

Adjournment. *Ms. Priest moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:05 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

August 27, 2013

The Caddo Parish School Board (CPSB) **Building, Grounds and Security Committee** met on Tuesday, August 27, 2013, at 11:00 a.m. in the Superintendent's Conference Room, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Bonita Crawford, Barry Rachal, Jasmine Green, ex-officio members Larry Ramsey and Carl Pierson. Staff members present were Tommy Smith, Roy Murry and Victor Mainiero. Jackie Lansdale, Red River United, was also present.

Mrs. Crawford called the meeting to order and explained that the purpose of today's meeting is to discuss the focus of the Building, Grounds and Security Committee. She announced that this committee will meet at least once a quarter with additional meetings being scheduled on an as-needed basis. Following input from committee members present, it was agreed that Thursdays at 11:00 a.m. is a good time for all members.

At Mrs. Crawford's request, staff members shared updates of their particular areas. Mr. Murry, director of security, reported that placing cameras in the schools has been completed and the process will begin on training the personnel at each school. He also reported that the next focus relative to security needs to be access control (using cards), which will happen as money becomes available. When asked what the committee can do to help in this area, Mr. Murry responded that the committee can help prioritize security projects for the parish; and staff will bring to the committee the cost figures involved in these projects.

Mr. Smith, director of maintenance, shared that one of the biggest concerns is planning for the future replacement of a/c units, because some of the units are now approximately 15 years old and they are beginning to see a rise in the maintenance costs for them. He also explained that he works closely with Steve White, capital projects, on issues to determine which expenditures are maintenance and which are capital improvements. Staff also shared additional system updates that will need to be made at some point, i.e. bell systems, because many companies are no longer making the systems Caddo has in place, and schools are going to a web-based system. The current systems in Caddo are changed manually, i.e. when going to Daylight Savings Time. Mr. Smith also noted capital project updates that will drive maintenance expenses down, and he explained procedures followed for addressing capital projects (attaining board approval for expenditures over a certain dollar amount), etc.

Mr. Rachal stated that he is aware that Mr. Murry knows which schools/areas are the most secure and asked staff to share with the committee where to start so it can then move forward to secure proposals. He said the committee should also be responsible for setting priorities and possibly allocating a certain amount of capital project funds.

Mr. Ramsey inquired as to how it had been done in the past, and Mr. Smith explained that each year in the fall the schools submit a list, maintenance submits a list, and capital projects prioritizes the needs, i.e. roofs, boilers, etc. A copy of the three-year priority list was shared and Mr. Smith explained that sometimes an item might be on the list for several years because an emergency comes up during a particular year and an item scheduled for that particular year was bumped in order to take care of the emergency situation. Discussion was held on the \$18 million in the budget and if \$18 million is enough to handle the demand, and staff responded that emergency situations vary from year to year with most of the major expenditures being heating and air conditioning, because as a 5 to 7.5 ton unit fails, it costs the district \$10,000 to replace it. In response to the committee's question about the 2004 bond issue for air conditioning, he responded the 2004 bond money was designated to replace window units.

Mr. Rachal requested that a binder be prepared for each committee member that includes (1) list of property owned by the Caddo Parish School Board, (2) usage of the property owned by the

School Board, (3) if the property is a school, the capacity and the student population at those schools, (4) a list of the capital projects for the budgeted \$18 million, and (5) copy of the capital projects budget, etc. He also noted that the three-year plan presented to the committee represents about 1/3 of the budgeted \$18 million; and he understands Mr. White maintains a contingency account, but asked where are the remaining budgeted funds allocated; because this committee will be the first target when Capital Projects come up, and he would like to see the numbers from the \$18 million and a breakout of where the money is allocated. Mr. Rachal asked that he also be provided the cost of operating our buildings, including the cost of maintenance personnel at each school.

Mr. Ramsey requested a running list of the prioritized projects for each year and a summary of how each got to where they are on the list.

Mr. Smith also explained to the committee the system for turning in and responding to work orders and how the current system has cut costs, and will continue to do so, because of the capability to notify maintenance while someone is at a school about another problem, which cuts down on return trips to the same location.

Some additional areas of concern expressed by the committee were overhanging trees which force children to cross busy streets because they cannot get around them, and the need for flashing lights at school crossings because the City is not providing these any more. Mr. Murry will check about the cost for placing LED signs at school crossings.

Mrs. Lansdale asked about the safety in the schools and shared her experience of a lock down in one of Bossier's schools. Staff responded that a lock down similar to this is not in place in all Caddo schools; however this summer a similar one was installed in Blanchard and staff continues to look at the District's campuses relative to safety.

Meeting summary. Mrs. Crawford announced that the next Building, Grounds and Security Committee meeting will be at 11:00 a.m. on October 31st. She also confirmed that the protocol will still be followed where staff brings requests and concerns to the Superintendent and the Superintendent will share these with the Committee Chair. Staff was also asked to provide the binders for each committee member with the requested information prior to the next meeting.

There being no additional discussion, the meeting adjourned at approximately 12:15 p.m.

August 30, 2013

The Caddo Parish School Board (CPSB) **Audit Committee** met on Friday, August 30, 2013, at 2:30 p.m. in the boardroom of the CPSB offices, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Steve Riall, Charlotte Crawley, Ginger Armstrong, Curtis Hooks, ex officio Carl Pierson, Jasmine Green, Reginald Abrams, Jeff Howard, Jim Lee, Randy Watson, Sharon Golett, Victor Mainiero, Donayle Ashworth, Kristi Willis and Mary Wood (The Times). Mr. Pierson led the invocation.

Mr. Riall called the meeting to order and Jim Lee, in response to the committee's request at the last meeting to talk to IT about the possibility of going back to Legacy, announced that Sharon Golett, director of Information Technology (IT), is in attendance at today's meeting to address questions raised at the last meeting.

Ms. Golett addressed the committee's question about possibly going back to the Legacy System (for HR and Payroll), highlighting the pros and cons to do so and costs involved (since the mainframe has not been maintained since 2009-10). She explained that since the change, the IT department has one less programmer and costs involved to go back could include contracting for additional services to upgrade the mainframe system. Ms. Golett stated she doesn't believe going back to the mainframe is the answer because in a couple of years it would be necessary to upgrade again as those who currently have knowledge and experience with the mainframe could be close to retirement and no one new coming into the system would have mainframe knowledge and experience.

Discussion ensued as to the problems staff has encountered with the SunGard system over the last three years and most recently in the last year when the system went live before staff believed problems had been addressed, leaving the District with a year of bad data. Mr. Lee shared that after three years of attempting to make the new system work, he is concerned that this system is not providing what is needed and that is a system that posts correctly to the General Ledger, thus the General Ledger is not reliable. He also highlighted examples of his concerns where numbers posted to the General Ledger do not match.

Discussion ensued on fixing the issues, providing additional training, remaining time on SunGard's contract, what other school systems use, going back one year when the numbers matched/balanced and building a new program. Mr. Woolfolk stated that the beginning place would be to break down what part of the system is not working and determine if it is a behavior problem, process problem or system problem.

After discussion, Mrs. Armstrong moved, seconded by Mrs. Crawley, that this matter be turned over to the Superintendent to work with staff to bring forth a recommendation as to how we should move forward and correct the inefficiencies for payroll, accounting and human resources, including options and cost. Vote on the motion carried.

Future Audits. Jeff Howard reported that staff soon will be prepared to share a follow-up report on the Accounts Payable audit.

There being no additional business, *Mrs. Armstrong moved, seconded by Mr. Hooks, to adjourn* and the meeting adjourned at approximately 4:00 p.m.

September 3, 2013

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 3, 2013 with President Larry Ramsey presiding and Carl A. Pierson, Sr. and Bonita Crawford present being a quorum.: Also in attendance were Steve Riall, Jasmine Green, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Mary Nash-Robinson, Legal Counsel Reginald Abrams, staff and visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

PRESENTATIONS

Recognitions. Victor Mainiero, director of communications and marketing, introduced the following administrative appointments. President Ramsey and Interim Superintendent Robinson greeted and congratulated each employee. **Elementary Assistant Principals.** Doloris Lynch, Claiborne; Paulette Houston, Keithville; Rudgerick Brown, Southern Hills; Kasie Mainiero, University; LaDonna Davenport and Cynthia Henderson, Vivian; Dr. Frederick Pinkney, Werner Park; and Robert Franklin, Westwood. **Special Education.** Cassandra Henderson, Instructional Facilitator; Penny Harris, Supervisor of Compliance; and Pamela Morgan, Supervisor of Instruction. **Attendance.** Marion Rushing-Robinson, Attendance Facilitator. **Academic Affairs.** Patrick Greer, Supervisor of Health, P.E., Athletics, and Driver's Education. **Human Resources.** Emily Stanford, Staffing Administrator; and Charles Lowder, Director of Certified Personnel.

Summer School/Remediation Report. Leisa Edwards, director of school performance, reported that the timeline for summer school was developed in February by the District Support Team, and she introduced three Support Team members present at today's meeting: Shelita Canon-Hoey (supervisor working with curriculum); Rosalind Bryant and Marilyn Bartlett-Jackson (parental involvement). Ms. Edwards reported that the Summer Fee Program began June 3-25, with testing on June 25-27, and it consisted of two semesters (June 3-27 and July 8-August 1), with 237 students attending and earning 339.5 credits. The high school summer fee program was held at Captain Shreve High School this year; and in addition to Caddo high school students, students from Loyola, Minden, Evangel, and middle school students from Caddo Middle Magnet and Keithville also attended the program at Captain Shreve. She shared the courses offered, the cost for students to attend, and announced that 53 students received their high school diploma as a result of summer remediation. Ms. Edwards also reported that the elementary/middle summer school fee program was held at Turner Elementary/Middle School and 45 students received credits and only one student will need to repeat their grade because of attendance. With only 13 days of instruction, Ms. Edwards noted the importance of the bridging requirements for ELA and Math which was 25 hours. She also reported that 616 of the 8th graders were promoted to the 9th grade and only 127 8th graders will remain in the 8th grade and they will receive response to intervention (RTI) in ELA and Math. Ms. Edwards also reported that 411 4th graders were promoted (320 passed the Leap and were promoted to 5th grade, 84 were promoted to 6th grade [from the 4th grade] by earning enough points; 89 transition students need RTI [and they will promote following Spring testing], and 443 4th graders will remain in 4th grade and receive RTI in ELA and Math. During summer school, 65 of the students not passing did move up a performance level in ELA, Math or both.

Ms. Shelita Hoey shared with everyone how application to the classroom was implemented from the process for filling the teaching positions, hiring process (Super Saturday), interviews, Professional Development sessions, review and evaluation of summer school materials to best meet the students' needs, daily operations to assist the administrative teams, conduct observations and provide feedback, as well as assist teachers, students and parents. Additional

responsibilities included providing additional materials, contacting parents and assisting with parent meetings.

Ms. Rosalind Bryant reported on the parent meeting held on the second day of summer remediation at which time workbooks were provided to the parents so they could help students over the summer.

Marilyn Jackson stated that in addition to the parent meetings, parents were also given materials through the Parent Resource Center, and strategies were modeled with the parent so they could help their children better understand mathematics and ELA skills. She said they also encouraged parents to use robust vocabulary with their students to help them learn and write at a higher level.

Ms. Edwards reported that the next steps in the 2013-14 school year will be to provide RTI in reading and math throughout the school year and engage parents to increase their knowledge of Common Core in order to help their children. Board members were given a brochure about the Parent Resource Center and an upcoming parent meeting to encourage them to share with parents they talk with to take advantage of the resources available to them to help their children.

ESTABLISH THE AGENDA FOR THE SEPTEMBER 17, 2013 CPSB MEETING

Dr. Robinson highlighted proposed items for the Board's consideration at the September 17, 2013 meeting and the following discussion ensued.

The Brandon Goyne Foundation. Mr. Rachal introduced Mrs. Goyne, Brandon Goyne's mother, who shared with everyone that her son, student at LSU Alexandria, who played baseball and collapsed and died from ARVD, a condition that cannot be detected via physicals (even though he had seven physicals prior to this happening). She explained that EKGs can detect problems up to 85% of the time and the Cypress ECG Project in Houston offers testing for \$15 per student. This foundation is traveling to school boards encouraging this testing of athletes. The EKGs are run and sent to the Cypress ECG Project in Houston where they are read and a report sent back to the students' school nurse (or other authorized school official) that everything is o.k. or if there are any flags for concern.

Mrs. Bell asked if this can also be used to check other students, and Mrs. Goyne stated it can be, but they are beginning their focus on athletes, cheerleaders, and band members.

Mr. Ramsey asked how the costs are covered for \$15? Mrs. Goyne explained that the main cost is the sticky tabs that attach to the leads, because they must be replaced; but the doctor reading the EKGs does so at no charge.

Mr. Rachal stated that he believes this is a preventative measure and thanked Mrs. Goyne for bringing this to everyone's attention.

Mr. Pierson stated that when he was athletic supervisor, money from jamborees was used for insurance and asked that the new athletic supervisor look at this as a possible source for funds.

Use of CPSB Facilities. Miss Green asked if the request for CABOSA to use Youree Drive is the only request received from CABOSA for use of our facilities? Mr. Woolfolk responded he is not certain if there are others, but he will follow up. She also asked about the cost, and Mr. Woolfolk explained there is no cost, but they must provide the insurance for use of the outside field.

Request for Sale of Property. The question was raised did the Board not just approve Hamilton Terrace as one of the schools for the Sheriff Department to use? Mr. Graham said we did not

and Mr. Woolfolk explained that the Sheriff requested use of any available empty facility. Mrs. Armstrong asked about the plans if Hamilton Terrace is put out for sale and the possible need for this facility down the road. Mr. Woolfolk also reported on the vandalism at Hamilton Terrace since it was vacated, including air conditioners being destroyed. He further reported that Hamilton Terrace was put out for lease and there was so much work to be done to get it in shape to occupy, they did not want to put the money into a lease, but preferred purchasing the building. Mrs. Armstrong asked if they have pursued the criminal activity at Hamilton Terrace and Mr. Murry reported there was an arrest made in this case.

Ms. Priest recalled Board action several years ago that with the sale of any of the CPSB properties would include stipulations relative to the usage of the facilities, i.e. could not be used to establish a school. Mr. Graham stated that in leasing the facility we can list stipulations; however, if the Board chooses to sell the facility, we will no longer have control over the usage. Mr. Abrams verified that is correct and the last facility was a lease.

Ms. Priest asked if we have received an appraisal on Hamilton Terrace, and Mr. Graham reported that he did talk to the appraiser on this date and he is completing the paperwork which he believes will list the property at approximately \$1.3 million. Miss Green asked about the specifics of the property, and Mr. Graham responded the building is approximately 70,000 square feet and the property consists of approximately 10 acres. Mr. Rachal asked who is interested in purchasing and Mr. Graham responded the Shreveport Rescue Mission. Mr. Rachal asked that Board members be provided a copy of the appraisal when it is received and how did the appraiser determine the value, and Mr. Graham, while he was not absolutely sure, stated that he used a comp building on Line Avenue and a previously sold school (Laurel Street). Mr. Rachal asked if, when a school building is sold, the Board is obligated to use the funds in a particular way, and Mr. Graham responded the funds are placed in the Capital Projects. Mr. Rachal suggested that this be referred to the Building and Grounds Committee to discuss and possibly make some recommendation on these additional funds.

Mr. Abrams clarified that if the Board is asking this to be put out for bid in accordance with law; then if it doesn't sell, the Board can accept a minimum amount acceptable by the Board. Mrs. Crawford asked if the building has been completely emptied, and Mr. Graham explained there are still some items stored in the building, but it is mostly salvage or trash items.

Mrs. Bell shared her concern that we are closing buildings and they are only a target for vandalism. Because Caddo is responsible for these building, she supports selling these buildings if there is someone interested in buying them and placing the funds from the sell in capital projects to address some of the District's capital project needs. She also asked that the minutes be researched, because she too believes the Board stated in the past sale of one of its buildings that the building could not be used as a school, i.e Hosston property.

Mr. Rachal asked if it was an HVAC company that stole the units and Mr. Graham responded it was not, but a pedestrian over a period of time. Mr. Pierson asked if we will maintain mineral rights and Mr. Graham confirmed Caddo would.

Approval of Services of Transformational Consultant. Counsel Abrams explained that the proposal presented is from New Millennium (Kim Williams), who previously worked for the State Department, is an attorney (even though she is not currently practicing as an attorney), has background in State operations, and worked with the RSD and Delano Ford. He further explained that her proposal is to work with Caddo Parish to help the District find alternatives that she knows the State will consider. Mr. Abrams added she has the ability to assist in proposals that will meet all the requirements for turnaround of our schools and options available. Ms. Williams' work will include an analysis of all Caddo schools, looking at the statistics and making recommendations. She will work with the Board and staff and attempt to come up with

something that will work for Caddo Parish and be acceptable by the RSD and the State Department. Mr. Abrams also explained her proposal to act as the reviewer of charter school applications, and he reminded the Board that last year when the Board was responsible for reviewing the Magnolia Charter, the District had to pay \$7,500 for an outside review. Her proposal provides for her services as the third party reviewer and the District will not have the additional expenditure for an outside review.

Mr. Ramsey reported he met with her and asked her if the Board approves her proposal would she be working for Caddo and not the RSD or State Department, and if all information would be confidential; and her answer was yes it would be confidential. He also said she has a vast amount of experience that he believes will be invaluable to Caddo as it moves forward, again noting that we would not have to pay for an outside vendor to review applications Caddo receives and he believes this is an opportunity for the Board to get someone with the experience at a reasonable cost.

Mrs. Armstrong stated that in studying this information she asked if we solicited this type of service or did she come to us and offer this proposal? Mr. Ramsey responded she has several contracts with various parishes, and initially, she came to Caddo with her proposal. After hearing her proposal, and knowing we need these type services, he believes she will offer experience that will be invaluable to Caddo. Mrs. Armstrong asked about her credentials and if Dr. Robinson feels two days a month is adequate to serve Caddo's needs? Dr. Robinson stated that she introduced Ms. Williams to Mr. Ramsey and Mr. Abrams because with the District now treading new territory, it is important that we get the assistance needed in meeting the new timelines required. Dr. Robinson further explained that the proposal is a draft and she believes Ms. Williams will be amenable to doing whatever we need to do to insure that the plan put before BESE is one that will be beneficial to the District and will enable us to keep what is Caddo's. Mr. Ramsey added that a great amount of the work will be with data and she has a staff that supports her so that it can be done at other locations as long as she has access to a computer.

Mr. Rachal stated that it is obvious that the Board President and Superintendent believe this is something we need; but he believes it would be best to do an RFP and receive proposals for comparison. He added it is not that he isn't in favor of this; however, he would like to see this item postponed until the Board discusses it further. Mr. Ramsey stated that the window we have is not great and the RSD is requiring that a plan is presented to them December 3rd and 4th and it is necessary for Caddo to have something by the first part of October. He also stated there is a reason for the urgency and it is the timeline that will be presented to the Board at the next meeting. Mr. Rachal asked that the Board be provided information on additional districts she is assisting and invite her to share with the Board at the next Board meeting.

Ms. Trammel asked if this is the only company doing this at this time; because knowing there is an urgency and a timeline, she would like to know additional information needed in making a hasty decision. Ms. Priest referenced a visit to Orleans Parish and the report brought back to the Board last year on what the District would need to do to maintain its assets; and because we must do something and we must do it quickly, she believes this is a way to move forward and work to keep our assets.

Student Readmission Appeals. Mr. Rachal noted that the last readmissions did not include letters written by the students which is something the Board has directed and asked that these be included in the packet submitted to the Board.

Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda (8.02-8.06) for the September 17, 2013 CPSB meeting. Vote on the motion carried unanimously.

POLL AUDIENCE

Daryl Roberson, president of Caddo Association of Educators (CAE), addressed the Board on programs, policies and procedures approved by the Board and the charge to administration to make it happen, i.e. A/B Block Schedule and the differences from building to building in the instruction requirements. He said the greatest impact on modifying schedules is on the students and their achievement, because the breaks given teachers on non-planning period days mean students lose up to 30 to 45 minutes of instructional time and sometimes in more than one block and possibly up to 90 to 135 minutes in one week. Mr. Roberson asked the Board to consider the impact of this loss of instruction time – (1) shorter time on task by students, (2) lower achievement in the classroom, and (3) lower scores on classroom assessments and state mandated assessments. Also to be considered is the impact on the teacher who must write SLTs and be assessed on the student's performance when being evaluated, how will it impact teachers who are assessed by student's performance on standardized tests, as well as the building administration whose Student Learning Targets and evaluations are based solely on student performance on standardized test, and ultimately it will impact the district. He said if the Board is really about improving student learning outcome, he encouraged the Board to reconsider the impact of the modified block schedule on students.

Mr. Ramsey asked that speakers in the work session keep their comments to only items on the agenda.

Jackie Lansdale, president of Red River United (RRU), asked the Board to provide additional information on the proposed consultant prior to Board action. She also said she looks forward to the Insurance and Finance Committee meeting to look at the supply money for teachers.

Mrs. Armstrong expressed her appreciation to Mr. George Adams, bus driver, Bus 221, for assisting her with a flat tire last week.

Ms. Trammel also expressed kudos to Caddo Heights for the academic celebration last Friday recognizing the school, students and teachers for their efforts in coming out of AU status.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:53 p.m.*

September 3, 2013

The Caddo Parish School Board (CPSB) **Insurance and Finance Committee** met on Tuesday, September 3, 2013 at 2:00 p.m. in the Capital Projects Conference Room located on the CPSB property at 1961 Midway, Shreveport, Louisiana. Those in attendance included Chair Lillian Priest, Mary Trammel, Dottie Bell, Steve Riall, Jasmine Green, ex officio members Larry Ramsey and Carl Pierson, Jim Lee, Randy Watson and Dr. Mary Nash-Robinson, interim superintendent. Jackie Lansdale was also present for a portion of the meeting.

Chair Priest called the meeting to order and announced that today's meeting is to hear a presentation from Director of Insurance Randy Watson on the 2014 Insurance Renewals.

Mr. Watson stated that the presentation today comes to the committee following six months of research and negotiations. He shared the history of Caddo's plans, all which are fully insured, non-profit, and premiums based 100% on the District's claims.

Mr. Watson highlighted the timeline for meeting the April 1 renewal date and the recurring process staff follows between now and April 1st and then beginning the research and negotiations over again. Areas covered in the presentation included the Affordable Care Act, minimum benefits, taxes and fees, penalties, laws, employer costs, Grandfather status, how premiums are set (employee cost), current trends (tracking claims and making projections), factors affecting health cost inflation which drives increases in premiums, importance of establishing premiums where they need to be, how trends affect reserves, reinsurance, factors affecting the employee cost (actual claims, employee's share of contributions, what employee premiums should be based on market needs, loss ratio needs and budget needs), impact on the budget, the State Insurance Plan Option, and life insurance.

Following discussion, Ms. Priest announced that on Monday, September 9th, at 3:30, Mr. Watson will present the 2014 insurance renewals to a committee comprised of representatives from CAE, Red River United, A+PEL, Caddo Retired Teachers, staff (a school director, finance, Child Nutrition, maintenance, custodians) and principals. Mr. Watson explained that following the meeting with this committee on September 9th, each group will meet with their peers and provide input to him by September 25th. The Insurance and Finance Committee will meet on September 26th to consider this input and finalize a recommendation to the Board for October.

There being no additional business, *Mr. Riall moved, seconded by Ms. Trammel, to adjourn* and the meeting adjourned at approximately 4:05 p.m.

September 4, 2012

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, September 4, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal and Ginger Armstrong. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Riall announced that Mrs. Crawley will not be in attendance today. Mrs. Bell led the invocation and Pledge of Allegiance.

Superintendent Dawkins announced that Caddo survived the hurricane with minimal damage with five schools losing power and as a result all the food in the cafeteria refrigerator ruined. He also expressed appreciation to Carla Moore, Pittre Walker and Antionette Turner for their assistance in providing needed items to approximately 500 children evacuees who relocated here during the storm. The State Homeless Coordinator will reimburse the district for items provided to these children.

PRESENTATIONS

Virtual Schools. Superintendent Dawkins announced that Antionette Turner and Susan Rogers will share with the board an update on the Virtual School Program in Caddo Parish. Mrs. Turner began the presentation by recapping the research and timeline followed to implement Virtual Schools in Caddo Parish. She explained the research indicated that the majority of the virtual schools across the country are high schools; and high school programming, as well as services, includes on-line library access, on-line counseling and in-person services to support virtual schools. One of the key components is the monitoring on-line of student progress, specifically monitoring the management of time by on-line learners. She reported on the virtual platforms staff reviewed as well as a needs assessment for students at the high school level that virtual schools would be able to address. After completion of the needs assessment, Mrs. Turner reported that staff looked at other roadblocks staff could address by going into a virtual program for the high schools; and some areas they addressed were Common Core Instruction, increased opportunity for blended learning, opportunity to expand on advanced placement, accelerate summer school, additional courses through adult education, assisting students through academic recovery, additional courses and services for homebound and incarcerated students, and high-stakes test preparation. A decision was made to implement the pilots in the 2011 summer school and in the 2011-12 school year in Caddo. During 2012 Professional Development continued with school staff utilizing the virtual platform by expanding the access to all high schools as well as how we can better serve the students that are using the on-line courses. Mrs. Turner introduced Susan Rogers, Caddo's Science Supervisor, who shared with the board additional information on the virtual school platform.

Mrs. Rogers explained she has assisted with the implementation of E2020 in Caddo schools. The E2020 program is one used nationwide and in Louisiana E2020 is used by numerous educational institutions from colleges down through school systems. She stated that students have shown they enjoy this on-line platform and use of this platform is growing. Currently, more than 2 million students nationwide are using an on-line platform of some type from preK through 12th grade; and by 2014, that number is expected to grow to more than 10 million students utilizing some form of on-line learning. Mrs. Rogers shared information on the use of E2020 in Caddo Parish last school year (141 courses completed for credit), and in the summer (280 courses completed for credit). During the past summer alone, she reported that Caddo's students logged over 28,000 hours of course work and remediation, and to help the students with academic goals, E2020 programs are being used for grades 6 through grade 12. The courses are provided in a variety of formats and topics cover all the Core and some electives, as well as High

Stakes Testing, EOC (End of Course), and ACT Prep. Advantages for using on-line learning include the ability for students to engage and learn in a format they are familiar with and at their own pace (individualized). She added that all the courses Caddo is using are aligned with the Louisiana Comprehensive Curriculum; and this year, the transition to Common Core Standards for ELA, English and Math are being implemented as directed by the State. She also stated the course work through E2020 is automatically graded by the platform and facilitators (teachers) in the program are all certified.

Mrs. Rogers explained the formats (formative, summative, overall, diagnostic and prescriptive) that can be used to gather information throughout the program. With a lot of flexibility, acceleration can be provided those students ahead of the traditional student, remediation for those students who may be behind and want to catch up, homebound, and test prep. She further explained that waivers of class and seat time are available to carry out the curriculum so students can move ahead as they progress; and when the students take the test and cumulative exams, it must be done in their own attendance zone campus and under the direction and monitoring of a certified teacher. Mrs. Rogers detailed how students take the on-line courses, how teachers are seen during lessons, and links for additional on-line content, as well as how students, their participation and progress, are monitored, including academic feedback. She also explained that progress reports are available for the parents, students and the student's school administrators.

Mrs. Rogers reported that Southwood High School has piloted the program and she shared video clips of the assistant principal/facilitator at Southwood as well as students in the program highlighting how they have benefited by having this program in place. She also stated that E2020's virtual tutor is available to assist students in tech prep to indicate areas in which the student might need extra work or help. This program has been very successful in the summer remediation efforts for middle and high schools to provide exactly what students need.

Mrs. Turner added if the District chooses to expand the Virtual Platform outside the school district and make it available to more community learners, some items that would need to be addressed include technology component, additional curriculum needs, how teaching is handled, student services, assessments, policy and administration modifications, marketing and public relations with funding being the key to having the ability for this expansion of the program. Regarding funding, Mrs. Turner reiterated that this is a critical piece and staff has looked at several grants for addressing this. She added that possibilities for future expansion of the platform include consideration for staffing because the current program is built to service our high schools and middle schools and can do so within the schools' environments without expanding. Expansion of the Virtual Platform would also need to include how pools of students are pulled together for assessment as well as the additional teaching positions and support staff needed to provide expanded services, i.e. reconfigure one of the high school buildings, use of a double wide T Building, labs at a separate facility, etc. and additional technology to support students outside the Caddo system.

Dr. Dawkins stated that along with charter schools, virtual schools are a part of this new landscape and how students learn today. He said this is available to Caddo's high schools and approximately 50% of the middle schools.

Mr. Ramsey stated his appreciation for the presentation and that the latter part is something that has been discussed and noted the success the State is seeing by paying an outside company for their services. He said he believes if we continue to assess and not move forward, this opportunity will pass us by and we will miss out on the opportunity to be on the cutting edge. Mr. Ramsey said he thought the discussion reflected clearly that the MFP dollars would handle the cost of the program; and while he has an idea of what it will take, he doesn't understand the continued procrastination. He stated that E2020 is a prime example of what we can do at the school; however, there is a tremendous amount that we can provide to students who will not

come on a campus environment. Mr. Ramsey encouraged moving forward with this program. The superintendent responded he believes we have come quite a distance with our program; and believing we need to move forward to the next step, staff is seeking additional funding; and staff is aware that MFP dollars will follow the students currently not enrolled in the school system and seeking this service. Mr. Ramsey stated that he looks forward to seeing the next phase.

Mrs. Crawford stated that it was her understanding that we were still piloting this program and she doesn't understand the difference in what was shown tonight and what is available in Distance Learning that has been in place. She added it was her understanding that we were interested in doing a charter school type component in order to attract home-schooled students. Mrs. Rogers explained that in the past we had Louisiana Virtual Schools, and it was not student-paced, but was led by a facilitator on line and not a platform where students could work at their own pace or a test prep tutor program designed to meet individual student's needs. Mrs. Crawford asked if we use our teachers for these classes. Mrs. Rogers responded that the course work is given through the company with an on-line teacher/instructor and students can work at their own pace. She further stated there is a certified teacher in the classroom to work with the students and manage what they are doing but not teaching every subject or lesson. Mrs. Crawford said she also believes initial conversations included MFP dollars as the funding and asked when did this become effective? Rosemary Woodard explained the District is enrolling students in this program every day and the students are managed at the individual high schools, and letters will be mailed to the 360 home-school parents next week. While we want to get the students in before the October 1 count date, the District also wants to be ready to serve them. Mrs. Crawford asked if staff knows how many elementary school students are home-schooled, and Mrs. Woodard responded that this is not available yet. Mrs. Turner added that Caddo does not have the elementary component. Mrs. Crawford noted the Virtual School in Baton Rouge and asked if staff is aware of the ballpark figure per student and how we will budget for it? Dr. Dawkins explained that at the present time a combination of funds is being used for what is in place; and Caddo could certainly reap the benefits from MFP dollars for students not currently enrolled in Caddo, and to purchase needed equipment for expanding the program. Mrs. Crawford again asked for clarification relative to students who complete some of their required coursework at home – do we pay a lump fee for a student to do so or is it paid by course (by the student or by the District)? Mrs. Turner explained that a Caddo student does not have to pay at all, because it is a part of what is offered to students in the school. Mrs. Crawford asked if a Caddo Virtual School will be established within the next year or so. Mrs. Turner responded that in looking at the research relative to setting up a virtual school, it is important to remember there is a targeted population wanting this because we have a virtual school in Caddo Parish for 6th through 12th grade. A different, expanded version for students outside the district requires additional funding to address the needs mentioned earlier in the presentation. Mrs. Crawford stated she wishes to visit with staff further on this.

Mr. Rachal asked if he understands correctly that Caddo currently has students in the system taking courses and there is no cost to Caddo students. Mrs. Turner responded that is correct. Mr. Rachal asked Mrs. Turner what is the district's cost? Mrs. Turner responded that is a cost already invested in so as to provide this service. Mr. Rachal asked staff the cost for the Virtual program? Mrs. Turner responded it is \$280,000 for three years. Mr. Rachal asked if this accommodates as many students as we want, and Mrs. Turner stated that currently 250 licenses can be used concurrently. Mr. Rachal asked how many students in Caddo are taking advantage of virtual school courses? Mrs. Turner explained that Caddo is currently enrolling for the Fall and the number is not known; however, Caddo had 261 enrolled in the Summer. Mr. Rachal asked if there have been complaints on students not being able to get online, and Mrs. Turner said there have not been any complaints. Mr. Rachal asked how is the facilitator's time allocated, and Mrs. Turner explained it is a class period worked into the teacher's schedule. On ACT, Mr. Rachal stated he believes this is one that every high school student should take. Mrs. Rogers responded that staff continues professional development to share the information with the

school counselors, administrations and teachers suggesting that students enroll in this, and Mrs. Turner added this is an additional option, because ACT Prep is offered at each of Caddo's high schools. Mr. Rachal said rather than leaving it open for students to decide what they want to do, he believes, without making it a heavy handed directive, principals should know the facilitators will be in place so they can feel comfortable in openly promoting participation in this course. Mrs. Turner explained that at the 8th grade level, all 8th graders are taking the Explore Test (an ACT type prep test) which identifies a student's strengths and weaknesses. The Plan is also another part of the ACT component that staff looks at, so staff is constantly building on what is done to better prepare the students for the ACT test. Knowing the benefits to the school and the student, Mr. Rachal said he would just like to see this encouraged of all students. Mr. Rachal asked about the goal of bringing in outside students for Virtual Schools. Dr. Dawkins explained the goal is to expand beginning with homebound students, and this year the plan is to see the expansion in a charter format. Mr. Rachal asked the superintendent the current capacity and Dr. Dawkins responded he believes between 400 and 500. Mr. Rachal asked if these students are totally home-schooled or those taking just one course. Dr. Dawkins stated it will be those that are home-schooled and anyone else not currently enrolled in Caddo Public Schools.

Ms. Priest stated she remembers when the board decided to begin a Virtual Platform and the board did not say necessarily to begin a Virtual School; but a platform that would be used to capture the students we were missing, i.e. those with work schedule conflicts, medical issues, those that were unable to perform in a classroom setting and dropouts. She asked if one of the main requirements did not say the students must have access to a computer, as well as to the Internet. We don't have to have a building and asked if all the schools in Caddo Parish have the opportunity to participate? Also, what type of communications system are we putting into place to ensure that all school students and parents are aware of the services of the Virtual School Platform? Ms. Priest noted that we the District do not do a good job of marketing; and if we don't do a good job of assuring the principals, assistant principals of instruction and counselors of what is available, many students will go by the wayside. She encouraged staff to better market the Virtual School Platform. Mrs. Turner indicated that is certainly staff's plan to communicate this through the announcements at the school, through the District's website, through parent communications, as well as through Academic Affairs; and this is a good way in which the District can compete. Ms. Priest asked if there is a charge for Advanced Placement. Mrs. Turner responded students pay to take the test, but not the course.

Mrs. Bell shared her concerns and questions and asked did State Superintendent White not say that the State would pay for every student to take the ACT in the 11th grade. In hearing this presentation, she believes parents would be encouraged to take their students out of school and place them in the Virtual School, because of the four characteristics she sees, i.e. homebound, behind, wants to accelerate, and be a fit. Mrs. Turner said staff continues to talk to students and offer them options, as well as confer with the API regarding a student's various options and if they are a particular fit. Mrs. Turner added that typically if students are motivated to graduate, the students move to a different area in which teachers and others work very hard to make sure the students can graduate. Mrs. Bell stated it also bothers her that we will recruit the home-schooled students in the parish because there are a lot not home-schooled and missing days, etc. that she would like to see this program reach. Mrs. Bell said while she appreciates the program and students at Southwood High School, she also believes there are students at Booker T. Washington, Huntington and others.

She said she hopes this item is looked at during the September 18th meeting, and asked if she understands correctly that every student in Caddo Parish is enrolled in the Virtual School? Mrs. Turner confirmed that is correct and every student in Virtual School is a Caddo Parish student.

Mr. Pierson stated he understands that once it (Virtual School) is opened up, will the students be assigned to a school in their neighborhood for test scores? Mrs. Turner said currently Caddo

students participating in E2020 are in Caddo schools based on their home school; and at this time, staff has not flushed out all the questions for doing it for students outside the district.

Mrs. Armstrong stated her understanding that every student needs to schedule a class for virtual school if they are enrolled in Caddo's schools. Mrs. Turner explained they are not required to schedule a virtual school course and only students signing up for Virtual courses will have a facilitator. Mrs. Armstrong referenced the Southwood student whose schedule is full and she still needs Spanish II and if her only access to a facilitator will be through the on-line Virtual School. Mrs. Rogers explained that there will be someone at the school monitoring her progress; and in a case such as this, the student can opt to take the course on the weekend, but someone at the school is still responsible for monitoring her progress and what the student is doing. She further explained that in such a case every time the student logs on, it shows them where they are (behind, on track, what the student needs to do). Also, parents can log on and monitor, as well as set up for an email notification. Mrs. Armstrong asked where do students register for the Virtual Program? Mrs. Turner said students register at their home school. Mrs. Armstrong stated her agreement that it is key to expand on the marketing efforts for this opportunity (radio, television, etc.), and encouraged staff to move forward as quickly as possible so this opportunity does not pass us by.

Miss Green asked staff how did the District come by the Education 2020 Program? Mrs. Turner explained that these companies are constantly sending the District information on their programs as well as through vendors at conferences, but staff asked them to come in and explain their Virtual Platforms available so we knew the program used would be in sync with Common Core and advanced placement type courses. Miss Green asked if staff talked to other districts who might have used this particular company, because when she looked up this particular company, she noted some negative reviews. Mrs. Turner responded that some of the school districts using E2020 are using it in lots of different ways and they have been satisfied with it. She added that staff has not talked to all of them, but the ones who have responded to staff's emails have been satisfied. Miss Green said she would not want to spend this amount of money when it is not working in other districts.

Ms. Priest referenced marketing of the platform and not seeing Caddo's name on the printed information on the 54 courses we purchased and she believes the language could be further enhanced to include Caddo's name.

Mr. Ramsey clarified that his concerns are outside of E2020 and what the staff has done has been successful; and it will continue to be successful as it is nurtured. He also stated his understanding that there are a lot of students living in Caddo Parish that will never set foot on a school campus and he believes we need to address this targeted audience. With Southwood piloting this program and showing that it works, he believes if it is put in all our schools it will work. Dr. Dawkins stated his understanding that this is about an entire audience that is not currently attending Caddo Public Schools and we are moving toward attracting those students. He said while we were not set up as a District with a Virtual School, he believes much progress has been made and a lot learned from the last year's experience.

ESTABLISH THE AGENDA FOR THE SEPTEMBER 18, 2012 CPSB MEETING

Dr. Dawkins shared with the board items for consideration at the September 18th CPSB meeting and the following discussion ensued.

CPSB Meeting Dates. President Riall noted the conflict with scheduled meeting dates and the board agreed that the November 6th executive committee meeting be changed to November 13th, that the January 1, 2013 executive committee meeting be changed to January 8th, that the March

5, 2013 executive committee meeting be changed to March 12th; and that the April 16th board meeting be changed to April 23rd.

Approval of Corrective Action Plan. Mrs. Crawford asked Mr. Abrams did she not understand correctly that we were getting out from under the Corrective Action Plan? Mr. Abrams responded we are very close to being compliant; however, there are a few areas where they would not agree and that we needed to stay under the CAP, but the State Department is requiring Dr. March to have a plan for Caddo's exit. Mr. Abrams said he believes it is very promising that this will happen this year; however, this only means we will no longer have to pay an expert, but we will have to continue to do what we have been doing to maintain the District's status. Mr. Abrams also noted that the amount paid to Dr. March has been curtailed and that this will not be paid out of the General Fund dollars. He also added that almost every school showed tremendous progress and only a few are very close to the state average regarding suspensions. He also does not believe there were any violations of any type actual IDEA during the last year relative to expulsions or not providing FAPE; and if so, it is minimal when compared to the past. Caddo has been commended on how well it is doing and only noted some elementary schools that need to work on their suspensions and a couple of high schools that are only one point from the average. Mr. Abrams also commented that they are using Caddo as the example of how districts can be turned around; and the same procedure will need to stay in effect long after Dr. March is gone with teams in place to insure this. Mrs. Crawford said she is still hearing comments that we are not doing better but that we are ignoring issues and asked if this is true. Mr. Abrams responded it is possible there are pockets where there are issues; however, there has certainly been tremendous gains as to how it is being done, i.e. issues with recording, computers, how things are inputted, etc. Mrs. Crawford said she is referencing end of school suspensions being recorded as out early, and Mr. Abrams responded that this should not be occurring and are violations. Dr. Dawkins responded that Mr. Abrams characterized correctly that major gains have been seen and where there are pockets of issues, we must focus on those for improvement and hopefully exiting as soon as possible.

Mr. Ramsey stated that in questioning the director of special education and Mr. Abrams he learned that it is not Dr. March but the State Department is why we are still where we are; and he too looks forward to hopefully exiting this year. Mr. Abrams confirmed that is correct and clarified that Caddo Parish was never a part of the litigation, but the State Department did an investigation when a complaint was filed and they missed the deadline. The State Department found no violations by Caddo Parish; however, the plaintiff appealed the findings, and again the State Department missed the deadline to respond and as a result the State Department did an additional investigation at which time they found some violations. The settlement agreement is between the State and the plaintiffs, not Caddo Parish.

Mr. Hooks stated he believes Mrs. Crawford is addressing discipline, because we do have some administrators looking the other way with habitual offenders and not doing anything. He stated his agreement with Mrs. Crawford, but the administrators' hands are tied when it comes to suspensions and it is not fair when there is a student that is habitually a discipline problem.

Mrs. Bell noted an incident in one of her schools where it was said nothing could be done about it, and principals are actually afraid of what Dr. March and the State Department have done. Mrs. Bell said she agrees that something needs to be done about these type situations. Mr. Abrams said that is not the rule nor is it in any Caddo Parish guidelines, because Dr. March does not have any rules to prohibit a student from being suspended or expelled who is abusing another student. Students must follow the rules and policies; however before a student is suspended, other alternatives should be sought when it comes to minor infractions. Dr. Dawkins asked Mrs. Bell to get the information and he will follow up on this particular issue.

Mr. Rachal asked if teachers are allowed to enter discipline on JPAMS? Dr. Dawkins responded they are. Mr. Rachal asked if teachers are discouraged from doing so? The superintendent said he has no record of anyone being discouraged from doing so. Mr. Rachal said he only wants teachers to know it is o.k. and they are not discouraged from entering discipline. Dr. Dawkins stated that if there are schools not following this, he would like to know so he can follow up.

Mr. Hooks stated that he knows for a fact there are principals in several schools that have told their teachers they have a quota on writing referrals; and he also knows for a fact that principals are catching it from Central Office staff. Dr. Dawkins asked Mr. Hooks to share with him the names of those principals.

Revisions to CPSB Policy DLC. Mary Trammel stated that she is asking the board to look at revisions to CPSB Policy DLC relative to the reimbursement for meals. Mr. Abrams explained that he took the proposed amounts for reimbursement from the State's policy and is recommending that Caddo's Tier One be changed from \$30 to \$46, Tier II (New Orleans and out of state) from \$36 to \$54; and Tier III (High cost cities) from \$45 to \$65 per diem. Ms. Trammel asked for the board's consideration of the proposed revisions.

Purchase of PD360. Mrs. Crawford asked if the \$544,000 listed at the end of the first year is for three years or per year. Mrs. Gallant explained that is the total for the three years. Mrs. Crawford asked about the program being piloted. Mrs. Gallant explained that when she first became director last year she was approached by some principals about this type program. Wanting to first conduct some additional research and look at several companies, Mrs. Gallant explained that PD360 is on-line professional development that has modules teachers and administrators can access from anywhere (similar to E2020 for students). Liking what PD360 had to offer, Mrs. Gallant further explained that 10 licenses were purchased last year and used for teachers in intensive assistance. In the Spring, Mrs. Gallant reported that some of these ten licenses were put into schools (one license per school) across the district and grade levels to see how it would work, with positive results. Mrs. Gallant also reported that who is using the program and how long they are on-line, etc. can be monitored by administration, and she shared some success stories of how this is providing much needed support for the teachers in the classroom. Mrs. Gallant also shared that what she likes about this program is it is not just someone talking about the strategies in a classroom, but it is video of classroom teachers using the strategies in the classroom with students. Mrs. Crawford wanted to clarify that it is not a discipline component only and Mrs. Gallant said it is not. Mrs. Crawford also asked if this will come from General Funds and Mrs. Gallant said it will come from Title II funds set aside strictly for professional development.

Mr. Ramsey asked Mrs. Gallant about the consideration of other programs and if they were comparable to PD360? Mrs. Gallant explained that this is a sole-source provider; and while some offer pockets of professional development, they are more expensive per teacher and do not include as many topics as PD360. Mr. Ramsey asked if other Common Core Curriculum states are using this program? Mrs. Gallant stated she is unsure the number, but those that have used it have seen success. Mrs. Gallant added that the cost is about \$55 per teacher.

Mr. Rachal asked if the \$544,000 could be clarified on the documentation as the three-year cost.

Rahmberg Recommendation re: Occupational Therapist. Dr. Dawkins responded that staff continues to look at this situation and will have a response later this week. Mr. Rachal noted the numbers in the information provided and asked for clarification on how they arrived at the numbers presented. He asked if Louisiana's average is \$70,000 does this amount account for the number of years it takes someone to get to this point. Dr. Robinson explained that the geographic information presented was gathered from Rahmberg and Associates. Mr. Rachal asked if the average occupational therapist in the State of Louisiana makes \$71,000, because our

pay chart indicates that someone would have to be employed with Caddo for 30 years before they reach that salary. Dr. Robinson referenced the teacher salary schedule and explained that this is base pay, and a formula is also used to determine the base salary for the OTs. Mr. Rachal stated it makes sense to him that if we are looking at the Occupational Therapist, that the OT salary schedule would be provided as well. Mr. Rachal added if the average OT is basically \$71,000 in the State of Louisiana, and if someone has a Master's Degree plus 30 years and makes \$57,813; would you take this amount and multiply it by 1.1% and then add \$1,500? Mr. Lee explained you take 221/182, then multiply by 1.1 and then add \$1,500. Mr. Rachal asked if we know how many years someone would have to work in the Caddo System to reach this average. Dr. Robinson stated that the current salary is \$73,292 and the employee has 15 years, and Rahmberg, Stover and Associates reviewed the Board's discussion of August 21 and Mr. Rahmberg provided additional information which she will share with the Board once she has the opportunity to meet with Ms. Powell and her representative. Staff will also provide in the packet to the Board information from Information Technology (a copy of the compensation and benefit summary) that is sent to the employees in October outlining everything figured into the employee's worth to the district. Mrs. Bell asked Dr. Robinson the salary of this employee and Dr. Robinson responded \$73,292.

Approval of Sale of Laurel Street Property. Miss Green asked if there is a bid up for this building? Mr. Graham stated that it has been advertised, but at this time no bids have been received, but it doesn't open until September 11. Mr. Graham also explained that the initial appraisal was \$855,000 and public bid law will allow us to do 85% loan value.

Approval of Lease of Missouri Avenue Property. Ms. Priest asked about the proposed use for this facility and Mr. Graham explained that interest has been expressed to use it as a small organizational meeting place. Mr. Hooks asked about Ombudsman using three Caddo libraries because he remembers the board approving closing the schools, but, he does not remember receiving anything about Ombudsman using them. Dr. Dawkins explained they will be moving into permanent sites by the end of the month, but will reimburse the district for use of this space in the interim. Mr. Hooks asked if the board approved this? Dr. Dawkins responded that the board approved Ombudsman, but he doesn't know if the board had to approve the temporary use. Mr. Hooks stated that he believes anything with any legality should have board approval. Mr. Abrams said he would look at policy on short-term use of facilities to see if the board must authorize. Mrs. Armstrong asked if this property will be used to meet at a time when the schools are not in session. Mr. Graham said it is a local sorority that holds weekend meetings. Mrs. Armstrong said she only does not want anything opposite from what the students are doing. She also asked if this group will be responsible for the upkeep of the property, and Mr. Graham said they will be responsible for upkeep.

Revisions to Extended Sick Leave and Catastrophic Leave Policies. Mrs. Bell asked Mr. Abrams to explain these various proposed revisions to the Catastrophic Leave. Mr. Abrams explained that it is the same throughout the state and it comes from the statute. He said there are several issues, they are redefining extended sick leave and what originally was for teachers and bus drivers (after use of regular leave) now includes all employees, and states if an employee uses all their regular leave, they can take extended sick leave only if it is for medical necessity due to an illness. He further added that the medical necessity is a result of a catastrophic illness or injury (life threatening or chronic or incapacitated) of the employee or member of immediate family, which means a doctor must certify that it is necessary for the employee to be absent for at least 10 consecutive working days. Mr. Abrams also stated that teachers can use extended maternity leave every six years but only 30 days can be used when the teacher has already used their 90 days extended sick leave.

Mrs. Bell asked about the history of teachers saying they are ill, bringing notes from three doctors and are out an entire year and does this eliminate that from happening and the District

holding jobs? Mr. Abrams explained that is an issue if you retain an employee and if the employee is being paid; but, this is a payment statute and an employee gets 65% of their salary. Mr. Abrams also stated that if the employee disagrees, the employee's doctor can relook at the request. He also said it is questionable if an employer must have a catastrophic illness policy and Forethought did not include this in the new policy submitted. While the statute may have wanted to get rid of it, he believes the statute clearly states a catastrophic illness policy will be in place for teachers as well as other employees.

Mrs. Armstrong asked for clarification and if she understands that extended sick leave is 50% of the teacher's salary? Mr. Abrams explained that extended sick leave is 65% of the teacher's salary. Mrs. Armstrong also asked for clarification on the leave where teachers only pay for a substitute. Mr. Abrams said that leave is now obsolete.

Ms. Priest asked Mr. Abrams to explain the section on a teacher not allowed to take gainful employment while on extended sick leave unless the conditions are met, i.e. the teacher can demonstrate that he or she will be working not more than 20 hours a week in a part-time job and has not been working any less than 120 days prior to the beginning of any period of extended sick leave. Mr. Abrams explained that this comes directly from the statute and the Legislature is who declares how a teacher is eligible.

ADDITIONS

Mr. Ramsey requested that "Information on what it will take to Establish a Center for Autistic Students and evaluate the need for one" be added under Superintendent's Report.

Mr. Rachal asked that "Proposals for Facility Energy Conservation" be added under Superintendent's Report and that the information include both outsourcing and in-house, cost savings and costs associated with moving forward with this. Mr. Rachal said the District has been looking at this for six years and even though Superintendent Dawkins has moved forward, he believes more needs to be done. Dr. Dawkins stated that staff brought a recommendation and asked if Mr. Rachal is now asking for proposals. Mr. Rachal said he would like for staff to share information on the options we have to come up with the determinations.

PROPOSED AGENDA AND CONSENT AGENDA

President Riall announced that the following items will be the Consent Agenda: 7.01-7.02, 7.04-7.05, 7.07-7.09, 7.11-7.13. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the September 18, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

VISITORS

Reginald Coles, School Liaison Officer at Barksdale Air Force Base, stated that in his position he assists military families in their transition when assigned to Barksdale. He shared his interest in the Virtual School presentation and that as a former educator he had the opportunity to work at the state level with the charter and voucher programs in Florida. He explained that many times families arrive here with some prejudices relative to the school system because they do not know what the schools have to offer and that the schools are good schools. Mr. Coles said they do understand Choice and he believes what is being offered in Caddo through the Virtual Platform gives them another Choice. While it is different from Distance Learning, it does offer another opportunity for these students and this pleases the parents. He said he has had a successful and productive time in working with the superintendent and the staff to help them in their transition.

Jackie Lansdale, president of Red River United, announced that on Saturday their organization will offer professional development for all teachers in the Caddo-Bossier area. Also on September 25th, she announced that teachers in Caddo and Bossier will gather in the Kilpatrick Auditorium at Centenary College to discuss tenure, and all board members are invited to attend and participate. Mrs. Lansdale also shared that in looking at these programs (CAP, Virtual, Professional Development Program), she feels that we are readily willing to open our wallets to Wall Street; but reminded the board that the most important factor in raising student achievement is not a Wall Street firm but the educator in the classroom. She also reminded the board that when spending this kind of money, the teachers in Caddo have not received any type of pay increase in almost five years. She encouraged the board to look at ways to address this as it begins looking at a new salary structure that must be in place by January 2013, and even asking the public to consider participating in this as well. Additionally, Mrs. Lansdale shared her concerns relative to the CAP program because teachers are told not to report “6” which is when a student is referred out of the class because of discipline issues. Even though there are a few schools that still do this, it is these schools that are cited with Dr. March; and if the board is not going to address this, she asks that the Superintendent step up and tell every single school to handle JPAMS the same. Also, she reminded the board that they have been asked to develop a policy that defines the school day and not to ask them what schools and principals are not following the rules. As a school system it means there are policies, rules and laws to guide this; and she also asked the board members to ask the special education director what occupational therapists and physical therapists mean to the school system and what they do.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:08 p.m.*

September 18, 2012

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, September 18, 2012 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford (arrived at approximately 4:45 p.m.), Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Reginald Abrams, legal counsel. Mrs. Bell led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE AUGUST 21, 2012 AND SEPTEMBER 4, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mr. Ramsey, to approve the minutes of the August 21, 2012 and September 4, 2012 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of Communications, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Little Kids Rock National Composition Winners for Outstanding Music Achievement.

Alexander Festerman, 5th grade student at Turner, won first place in the guitar composition and received an acoustic guitar. Team C. J. Cobbs, Caleb Martin and Cody Willis from Donnie Bickham Middle School won the Little Kids Rock Prize Pack for their original song, "Words Spoken". Maggie Scroggins, Donnie Bickham, won first place for her song "Would You?", and Ja'Shundria Stokes, Donnie Bickham, won first place for her song "You and Me". Both students won Fender acoustic guitars. Laney Martinez, 8th grader, was recognized as the grand prize winner for her song, "Hold My Hand".

5-of-5 High Performance Club Award. Vanessa Davis, teacher at Caddo Career & Technology Center, was recognized for being awarded the 5-of-5 High Performance Club Award while attending the National Jobs for America's Graduates (JAG) Conference for the accomplishments of her 2011 JAG student organization.

2012 Promising Practices Award Winner. Dr. Barzanna White's "K-ROCK" practice was selected by the Character Education Partnership to serve as a model for other schools and organizations to integrate into their character education initiatives. Mr. Mainiero announced that this is the third year Dr. White has won the Promising Practices Award, and she will accept her award in November in Washington, DC at the 19th National Forum on Character Education.

2012 National Blue Ribbon Schools. Mr. Mainiero announced that the U. S. Department of Education recently recognized 269 National Blue Ribbon Schools, with five of the 269 schools being in Louisiana, and two of the five in Louisiana being Caddo Parish Schools. Claiborne Elementary and Oak Park MicroSociety will receive their awards at an awards ceremony in Washington, DC in November. The faculty, students and parents were recognized for this outstanding achievement.

Newly Appointed Administrators. Dr. Mary Nash-Robinson recognized the following newly appointed administrators: Ruthie Adams, assistant principal, J. S. Clark Elementary; Marvin Rainey, assistant principal, Oak Park MicroSociety; Yolanda Woods-Gibbs, assistant principal, Turner Elementary/Middle; Matthew Willis, assistant principal, Walnut Hill Elementary/Middle;

Ronald Wagon, assistant principal, Youree Drive Middle; Kristi Young, assistant principal, Green Oaks Performing Arts; Keith Tyler, assistant principal, Huntington High; and Michael Edwards, assistant principal, Northwood High.

VISITORS

Alfonzo Williams reported that he submitted a bid security for a Green Oaks paving job; and after exhausting every avenue, he was not able to attain the performance bond and was informed he would not get back the \$7,600 cashier's check he put up for security. Even though he knows this decision is according to policy, he doesn't understand because even though the Board's policy states he must forfeit it, it also states that the owner has the right to attain the bid security at the end of the contract executed or bonds furnished. Mr. Williams said that when talking to school board officials, he was told his bonds were going toward liquidated damages; however he doesn't know of any liquidated damages. He further stated that he understands the CPSB tries to help build up small businesses, but taking this \$7,600 from a small business is a substantial loss. He asked the School Board to reimburse his \$7,600 because a contract was done and the job completed. This request was referred to the Superintendent.

Ken Brown addressed the matter that began in the Spring of last year when Northwood conducted a survey of softball and baseball facilities. He reported they completed a lot of work themselves, but some of the issues (bleachers) are a liability and an accident waiting to happen. He added that handicap accessibility at the stadium is also much needed and asked the board for assistance in addressing these safety and handicap issues.

Jackie Lansdale, Red River United, addressed the comments made at the last School Board meeting relative to the availability of Common Core resources for all teachers and how resources is one of the four key components for successful implementation. Being weeks into the school year, Mrs. Lansdale reported that teachers have not received the needed resources, and she asked that teachers be advised where they can go to get these needed resources. It was also reported that technology would be available for teachers to access in teaching the Common Core and when teachers ask, administration responds they do not know. Mrs. Lansdale also referenced the statements that appear to be counterintuitive, because believing that the purpose of the Common Core is for alignment of equity and instruction for all states involved, she questions wouldn't it be problematic to tamper with the skills taught and negate this purpose. If teachers are held responsible for exactness in lesson presentation, assessment and accountability, this could definitely be a problem. She also asked for assurance that the materials and assessments in Caddo are reflecting a common assessment for all schools and assuring equity of instruction. Mrs. Lansdale also reminded the board that public education and educators are under attack and it is incredibly important not to add to the problems. Teachers are not afraid of change in curriculum or programs, but she believes not having the dependable support they need to be successful will make them fearful and angry. Red River United is also hosting its second seminar of the year on September 25th on tenure, and on October 13th, the Characteristics of a Highly Effective Teacher workshop will be conducted. She reminded the board that based on the statement that how one spends their time and money indicates one's priority, decisions made by the board tonight will state the board's priority.

Eppie Adams, president of the Caddo District PTA, noted the PTA's long relationship with the CPSB and that the PTA looks forward to this continued relationship. She said the goal for this year will be to center on increased visibility by the PTA in the schools as well as with other organizations such as NAACP, Red River United, et.al., in the community. In the next few weeks she said she would like to schedule an opportunity with each board member to discuss the schools in their districts and to hopefully better understand the needs in each school district and better focus on these issues. Even though the membership has been down the past few years, Ms. Adams stated it is still over 12,000 strong and includes parents, students, faculty, and

administrators. With the board's help, Ms. Adams explained the PTA can better identify the schools in need of help and in need of a PTA's presence to better strengthen our schools and communities.

Scott Hughes, Alliance for Education, expressed appreciation to the PTA for being at the meeting tonight. He also expressed appreciation to Pam Barker and the Special Education staff for their work on the Corrective Action Plan and for completing this process. He said while Dr. March has yet to answer questions on how this will help children in Caddo Parish and how they know the needs of Caddo Parish students, he appreciates the work of the staff and Mr. Abrams in moving toward getting out from under the CAP. He encouraged the board to support adoption of this CAP. While unsure whether or not it can achieve what it was designed to do, he added he sincerely hopes it will. He also added that he hopes any system put into place will accurately report what's taking place and not develop a system where we are encouraged not to report certain incidents.

Daryl Roberson, president of the Caddo Association of Educators, also expressed appreciation to the board members who offered the prayer for the students and encouraged the board to truly be considerate of all students when adopting the CAP plan. He also stated that with the new alternative system (Ombudsman), he hopes we will not let them come in and not follow the law, i.e. FAPE. While he hopes the board is serious about getting out of the CAP, he hopes in doing so that we don't misrepresent some things.

Arleesa Nash-Johnson, employee, shared her concern that the Caddo Mission to improve the academic achievement of students overall should not be at the cost of the parents. Regarding the dual enrollment program implemented in Caddo Parish, Ms. Johnson noted that Byrd contracts with LSU Shreveport at \$50 per course and Northwood contracts with Louisiana Tech for \$150 per course. Her son attends Northwood and she has paid three times as much for him to receive one college credit, and asked the board to review the policies in place that address the amount of the registration and the colleges/universities being used.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted the items for the board's consideration and the following discussion ensued.

APPROVAL OF CONSENT AGENDA

President Riall announced that Items 6.01, 7.01-7.02, 7.04-7.05, 7.07-7.14 are the Consent Agenda. *Mrs. Bell moved, seconded by Ms. Priest, to approve the proposed consent agenda as presented. Vote on the motion to approve the consent agenda items carried unanimously* and the following is a summary of the board's action on these items

No. 6

6.01 Bids (Purchasing). The board approved the bids of School Outfitters totaling \$11,327.00, and Wenger Corporation, totaling \$16,541.00, for the purchase of Music Storage and Performance Equipment for the Music Department as recommended by staff and submitted in the mailout on the bid tabulation sheet. A copy of the bid tabulation sheets is attached and made a part of the permanent file.

No. 7

7.01 CPSB Meeting Dates. The board approved rescheduling CPSB meeting dates as follows: November 6, 2012 Executive Committee meeting to November 13, 2012; November 20, 2012

CPSB meeting to November 27, 2012; January 1, 2013 Executive Committee meeting to January 8, 2013; March 5, 2013 Executive Committee meeting to March 12, 2013; and April 16, 2013 CPSB meeting to April 23, 2013.

7.02 Approval of Corrective Action Plan. The board approved the 2012-2013 Corrective Action Plan (CAP) as approved by the Louisiana Department of Education and submitted in the mailout.

7.04 Revisions to CPSB Policy DLC – Expense Reimbursements. The board approved the proposed revisions to CPSB Policy DLC as submitted in the mailout.

7.05 Purchase of PD360. The board approved the three-year agreement to purchase PD360, a program to be utilized to provide individualized professional development to administrators and teachers throughout the district as a support for Common Core and Compass, as recommended by staff and submitted in the mailout.

7.07 Special Education Interagency Agreements & Contracts. The board approved the Special Education Interagency Agreements & Contracts as recommended by staff and submitted in the mailout.

7.08 Beverage Agreement Between Captain Shreve & Coca-Cola Refreshments. The board approved the beverage agreement between Captain Shreve and Coca-Cola as submitted in the mailout.

7.09 Approval to Hold Salvage Sale for Information Technology Equipment. The board authorized staff to hold an auction sale in October, 2012 for the sale of used equipment for the Information Technology Department.

7.10 Approval of Sale of Laurel Street Property. There were no bids received.

7.11 Approval of Lease of Missouri Avenue Property. The board approved the bid of Gwendolyn Barnes, totaling \$300.00 per year for a 3-year lease of Missouri Avenue Property as indicated on the bid tabulation sheets in the mailout. A copy of the bid tabulation sheets is attached and made a part of the permanent file.

7.12 Revisions to Extended Sick Leave and Catastrophic Leave Policies. The board approved the proposed revisions to the CPSB Extended Sick Leave and Catastrophic Leave policies as submitted in the mailout.

7.13 Approval to Bid Out E-Rate Services. The board authorized staff to advertise for E-Rate Services for the Information Technology Department.

7.14 Out of State Travel (General Fund). The board approved requests for out of state travel (General Fund) as submitted in the mailout.

LEVEL IV GRIEVANCE

Mr. Ramsey moved, seconded by Mrs. Crawford, to uphold Level 3 dispositions as to all grievances. Mr. Hooks stated that Union, Justice and Confidence is on the sign in front of the School Board and he questions if the Board realizes what this means. He said as a Board, they must make the right choice; and after reading the documentation submitted, he doesn't believe this was handled properly. Mr. Hooks said he also believes the Board should want to hear from the employee affected and grant that person due process. He also stated he doesn't understand why someone can go through Levels I, II and III and when progressing to Level IV not be

allowed to speak. This is not fair and the Board needs to listen to its employees and not just go by staff's recommendation. He encouraged the board members to do the right thing.

Mr. Abrams clarified that what is on the table is a hearing because the Board established a policy whereby everything is submitted by transcript. The information gathered at Level III has been submitted for the Board's information with the opportunity for briefs from the grievant and administration to be submitted also. He said this process is better than having people come to the hearing and testify. He further explained that the Board's policy, which is basically how the courts operate, is the hearing is based on documentation that is complete and the transcript is the discussion, which is the hearing and the due process. When the lawyers come before the Board, it is argument; and what is before the Board today is the complete package of information to be submitted; and if the Board wants to hear this, the Board would have to approve doing so at the next regular Board meeting to allow time for grievants to prepare for oral arguments. At this point no additional documentation is allowed to be presented. The current motion on the floor is to uphold staff's decision at Level III.

Miss Green moved, seconded by Mrs. Crawley, that at the next meeting the Board go into executive session to allow this employee to be heard. Miss Green stated that when an employee is only asking to be heard, she believes the Board should allow for that opportunity for 15 minutes. Vote on the motion failed with Board members Green, Pierson, Crawley, Hooks, Trammel and Rachal supporting the motion and Board members Riall, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

Vote on the main motion to uphold dispositions at Level III for all grievances carried with Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion and Board members Green, Crawley and Hooks opposed.

RAHMBERG RECOMMENDATION, RE: OCCUPATIONAL THERAPIST

Mr. Ramsey moved, seconded by Ms. Priest, to support staff's recommendation re: Occupational Therapist as submitted in the mailout. Mr. Rachal thanked everyone for their indulgence in this matter, but there are still some things that bother him and he doesn't know if we have full disclosure of what we are doing for the children with the OTs and PTs year around. He said he wishes the following information had been disclosed earlier and that is we have a contract with an outside company for two months of the year; and if the Board had been given this information much earlier, it could have determined the full background and disclosure of what we were doing, why we were doing it and how it would be addressed in the future. Mr. Rachal stated at this time we are paying an outside source approximately \$75 an hour which is the same thing we pay Caddo employees for. He asked that this item be postponed until next month to allow the superintendent an opportunity to let the Board know exactly all the details of how this will be handled under the new format. Mr. Rachal also asked if Rahmberg is aware that Caddo is contracting out this service. Mr. Pierson called for a point of order because a motion cannot be discussed before it is on the floor. Having made the comments, Mr. Abrams advised Mr. Rachal that someone else needs to make the motion. Mrs. Crawford moved, seconded by Mr. Rachal, to postpone this item until October. Vote on the motion to postpone carried with Board members Trammel, Priest, Ramsey and Bell opposed and Board members Riall, Green, Pierson, Crawley, Hooks, Crawford, Rachal and Armstrong supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he will be in a meeting on Friday, September 21st with the Superintendent of the Recovery School District regarding Caddo's MOUs that are expiring or have changed. A report will be brought to the Board on the outcome of that meeting.

Dr. Dawkins stated that regarding preK centers in one of Caddo's vacant buildings, research via the Department of Education, charter schools can only fund students in K-12 and not in preK; however, they are looking at how charter school dollars are managed and there may be something on the horizon in this area. Mrs. Bell clarified that her request is not about charter schools, but proposed pre-K/K Centers in one of the closed facilities and Caddo Parish would fund the program. Dr. Dawkins said it can be done; and he is looking at funding possibilities.

He also reported that staff is still exploring the cost for year-round schools and models different than those currently implemented in Caddo Parish. He added he sent to the Board information on the establishment of a Center for Autistic Students and some possible legal issues.

Superintendent Dawkins also announced that in October at the work session, staff will bring two presentations (Energy Conservation Proposals and Growing Number of Students at Oak Park and their continued expansion).

ANNOUNCEMENTS AND REQUESTS

Miss Green apologized if she offended any Board members in her comments. She asked for the information on an accurate number of 6th graders at Newton Smith and at J. S. Clark previously requested. Miss Green also stated she was contacted by a group out of Marshall requesting shooting some movie footage in front of one of our schools and asked staff to provide her with the procedures to be followed in this type request. She also expressed appreciation to Caddo employees (Rosemary Woodard, Pam Barker) for getting the information she needed this week.

Mr. Rachal referenced meetings this past week with staff regarding the information on insurance. He commended the staff for the incredible job in keeping Caddo's premiums at the levels they have been and what they have been able to negotiate as it relates to the insurance.

Mrs. Crawford asked staff to check into information regarding Ombudsman turning away students on a diploma path.

Mrs. Crawley asked staff to review and provide additional information on the Common Core and the services and resources for teachers. She also asked the superintendent to share with the Board why Dual Enrollment courses are offered at different prices. Also, Mrs. Crawley asked how many students receive services of OTs during the two months in the summer that are contracted out, what is the cost, and what is a comparison to the employee's salary.

Mr. Hooks thanked Mr. Henderson, Bossier Parish Community College, for the Pharmacy Tech Program at Fair Park and also G. B. Caze, Vice President of the Cyber Innovation Center for bringing Cyber Technology to Fair Park. He added he is also working on getting this at one of the District 5 elementary schools. Mr. Hooks asked about his request on September 4th for information on the funding source for the medical careers coordinator and secretary. He referenced staff's notation that the school principal has not indicated to staff the need for these positions; and clarified that a parent contacted him, and he needs this as soon as possible.

Ms. Trammel thanked staff for helping with uniform requests for several schools. She also expressed appreciation to the new PTA for her audience at today's meeting and that one of the schools in District 6 now has a PTA. She also stated there was an incident at a school in District 6 and asked for clarification that the same key can be used to get in the gates at all schools.

Ms. Priest reminded staff about the information she requested on Dual Enrollment and costs associated with this program. She also asked about the information requested on graduation numbers for 2012 (numbers by gender/race, and the total number of seniors by gender/race – at

the beginning of the 2011-12 school year and the number who graduated). She asked if she can receive this information the first week in October.

Mrs. Bell expressed appreciation to the superintendent and staff for the change brought from the Caddo Plan. She said the announcement tonight about the two Blue Ribbon Schools is an indication of successful change in the District. Mrs. Bell also invited everyone to attend the Battle of the Bands on Saturday, September 22nd, at Lee Hedges Stadium, 6:00 p.m., hosted by Huntington High School band.

Adjournment. *Ms. Priest, moved to adjourn. The motion was seconded by Miss Green. Vote on the motion carried and the meeting adjourned at approximately 6:05 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

Abrams if the board can ask that question and get a response in writing in order to know what questions were asked and they were turned down? Mr. Abrams responded that there is a difference between negotiations and failed negotiations and bringing it up in front of a body. Mrs. Crawley said she asked for the offer to the employee in writing, and Mr. Abrams noted the information provided on BoardDocs is relative to the Superintendent's recommendation. Mr. Abrams explained that obviously there was a disagreement as to what the offer was or was not because they did not accept it either. Mrs. Crawley then asked if she understands correctly that the employee was not given an offer in writing, and Mr. Abrams said she was not. Mrs. Crawley responded she was misled by the statement that she was presented with an offer and it was rejected, and Mr. Abrams reminded her that discussion of negotiations is not appropriate. Mrs. Crawley asked about a negotiation being brought up that did not exist and was not in writing? Mr. Abrams said for the very same reason, it is not appropriate. Mrs. Crawley said she is trying to comprehend this, because the board was led down one path and when the board asks questions, the board is told it is not appropriate. Mr. Abrams said there is a difference when someone does it inadvertently versus deliberately, and today the question was asked in front of the body, which is this board; and the question asked was relative to settlement negotiations which you cannot discuss. Mrs. Crawley asked again for the proposal to the employee to be put in writing, and Mr. Abrams again responded this is inappropriate also. Mr. Riall called for order because the item on the agenda tonight is to discussion whether or not to uphold the Superintendent's recommendation. Mrs. Crawley stated she believes the board can override this ruling, and Mr. Riall said if the board wishes to it can. Mr. Riall called to end discussion on this item, because the motion is to uphold the Superintendent's recommendation and asked Attorney Abrams to confirm. Mr. Abrams confirmed that is the motion.

Ms. Priest restated the Superintendent's recommendation to offer the same recommendation presented at the last board meeting, and that recommendation is to maintain the employee at the current level of salary and contract year of 260 days, and he is not extending any other offers.

Annual Salvage Sale. Miss Green congratulated staff on the last salvage sale and asked how this one will be conducted? Mr. Graham said it will be done in the same format, based on the highest bidder. Miss Green asked if they will walk around or will staff bring forth each item to bid on? Mr. Graham said they will go to each item. Miss Green asked about the location and Mr. Graham responded that staff is looking at the Bethune location.

Mrs. Bell asked for a list of items that will be sold. Mr. Graham said a flier will be distributed prior to the sale and it lists the items to be sold.

Out of State Travel. Mr. Hooks asked staff to provide a breakdown on the requested amounts for out of state travel because he notes a large difference between the two principals traveling cost. He questioned the superintendent if staff is monitoring travel. Dr. Dawkins responded that staff is monitoring the out of state travel and these particular requests are relative to these two schools receiving the National Blue Ribbon Award and the expenditures will be paid from the Superintendent's budget. Mrs. Bell said she doesn't understand why this is paid for out of the Superintendent's budget when these two schools are receiving this top National award and she believes the board should approve payment of these requests.

Approval of Recommendation of Internal Audit of Maintenance Department. Mr. Ramsey stated that his motion will be to implement the recommendation of the internal auditor on the Maintenance Department.

Request for Long-Term Use of Worley Observatory. Mr. Rachal expressed his appreciation to the staff for working this out for the people who meet regularly at the Worley Observatory. Mrs. Crawford echoed Mr. Rachal's comments and asked if it is possible to send students to the Worley Observatory?

ADDITIONS

Mr. Hooks requested that the superintendent provide a report on the implementation of SunGard and if the complaints have decreased since the first audit was conducted.

Mr. Hooks also asked that an item be added to the agenda to address Subcontract Employee Grievances to an Outside Independent Firm. The board's attorney said that is not possible as the board has to address grievances as part of its responsibility. Mr. Abrams explained that this is not an item that can be discussed because notice was not given that it would be discussed. Mr. Abrams explained that such a motion violates the law. After discussion, Mr. Hooks agreed to withdraw his request to outsource the grievance process.

Ms. Priest added "Approve Renovations of the Bethune Campus Utilizing Capital Funds to House Oak Park MicroSociety K-8".

PROPOSED AGENDA AND CONSENT AGENDA

President Riall announced that the following items will be the Consent Agenda: 7.01, 8.01-8.03, 8.05, 8.07-8.09. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the October 16, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

Dr. Dawkins announced that staff has completed the first section of the CPSB Policy Manual and he will get with President Riall to plan some additional work sessions to review these sections as they are completed. He also announced that staff met with the State Department of Education Network Team who is charged with setting instructional goals for the School System, and shared a copy of the draft goals for Caddo and a full report will be presented to the board next month.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, stated that regarding the insurance item on the agenda, there is a lot of angst in the teaching community because they will face a \$26 increase, which results in a pay cut. She asked the board to keep this in mind since the employees have not seen a pay increase for five years. Regarding the Rahmberg recommendation, Mrs. Lansdale referenced the board's discussion and the statement that it did not realize that not everyone was restored to their previous position when the board approved this happening. She reminded the board that it told the administration at the last board meeting to take it back and bring something creative to the board. Thinking this is what would happen and meeting with the administration, she said there was no offer brought to the table and they were the only ones who brought anything to the table. Mrs. Lansdale added they believed something was to be presented to the superintendent and this employee would get something back. She also noted her unsuccessful attempts to run down the offer mentioned by staff and now understands it was an informal conversation with this employee's director; however when she questioned the director, she was told she could never have made an offer because she did not have the authority to do so. Mrs. Lansdale said they cannot abide by a system with abusive administrators, especially when the board advocates its responsibility; and if the board chooses to advocate its responsibility and let someone else do its thinking and support administrators who are abusive to its employees, then she suggested the board do what Mr. Hooks said and implement a contract that will take the board out of any decision making which will result in binding arbitration, which is legal.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:22 p.m.*

October 16, 2012

The Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, October 16, 2012 with President Steve Riall presiding and board members Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell present being a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Riall led the invocation and Pledge of Allegiance.

President Riall announced that Board Member Crawley is absent due to illness.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 18, 2012 AND OCTOBER 2, 2012 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Priest, to approve the minutes of the September 18, 2012 and October 2, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

National Merit Scholarship Program Semifinalists. Byrd High School students Adam Burgess, Phillip Gill, Caleb Goff, Claire Hartgrove; and Caddo Magnet High students Ryan Browning, Staveley Kuzmanov, Henry Lin, Paul Nesbitt, Sean Nathan, William Pinkston and Samuel Reller were recognized as National Merit Scholarship Program Semifinalists.

Outstanding School Support Employees. Outstanding School Support Division Winners recognized were Sandra Moody, Academic Affairs Division, Title 1 Budget Coordinator; Aketa Latin, Support Services Division, Purchasing Processor, Child Nutrition Department; Sandra Roberson, Human Resources Division, Secretary III in Attendance; and Kelli Duffield, Superintendent's Division, Auditing Department. The three Outstanding Division Support Employees recognized by the State Department of Education include Kelli Taylor, Office Clerk, Shreve Island Elementary; Rogers Gage, head custodian, Newton Smith 6th Grade Center; and Margarite Smith, General Fund Aide at BTW New Technology High School.

State Counselor of the Year. Mitzi Musgraves, Caddo Career and Technology Center, was recognized as the State High School Counselor of the Year.

KTBS One Class at a Time" Grant Winners. Barbara Jackson, 4th grade teacher at Oak Park MicroSociety School, was recognized for receiving KTBS Channel 3's \$1000 "One Class at a Time" grant. Spellers purchased will help the students increase their vocabulary, essay writing and language arts skills. Emily Claycomb, SPED teacher at Riverside Elementary, and Jennifer Douglas, 4th grade teacher at Riverside, were recognized for receiving the KTBS Channel 3's \$1000 "One Class at a Time" grant which they will use for their students to rotate through six centers (reading activities, computers, ipads, smart boards, and a craft/cooking center).

National Principal's Month. Mr. Mainiero read a resolution recognizing October as "National Principal's Month". This resolution will be made a part of the record for the October 16, 2012 CPSB meeting and shared with all employees in the system.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced the following newly appointed administrators (instructional coordinators): Melanie Randall, Fairfield Elementary Magnet; Angela Morris, Forest Hill Elementary; and Kimberly Davenport Marshall, Turner Elementary/6th Grade Academy. Dr. Robinson also announced that Pam Barker, director of special education, is retiring and this will be her last board meeting.

VISITORS

Stephanie Lynch, Caddo Parish Commissioner and resident of Hollywood Heights, addressed the board on the recommendation to move Oak Park MicroSociety K-8 School to Bethune Middle School. Ms. Lynch shared her concern for a vacant building in that area and the negative impact such a move would have on this area. She said she would like to make sure that all parties involved come together when discussions are held regarding the future of the current Oak Park school building. She referenced a decision in the 1970s to close Bethune and she believes the community has never recovered from that decision; and with Oak Park being at the height of its success, she does not want Oak Park to lose that momentum gained. She encouraged the board to carefully consider any decision it might make in moving forward in this and consider the totality of the impact on the community.

Jon Glover, employee, stated that her speaking does not reflect on any employee of the Caddo Parish School System and she is speaking as a grandparent and a concerned citizen of Caddo Parish. She said she is the board's conscious since the board does not know when she will show up, but the board does know that is always a chance. She stated that she brings with her today an act that will convict the board or release it from practices in which it engages. Ms. Glover stated that manipulation is just one of the many tools utilized in an average circle where one's focus should be – educating all children equally in Caddo Parish. She asked how many schools are currently labeled Academically Unacceptable, and what is the racial makeup of those schools. Noting that Ms. Priest stated at the work session that Bethune was closed to avoid a takeover by the State Department, she questioned why nothing was done for 13-15 years prior to its closing to address Bethune's educational inadequacies. When Bethune was closed, the students were dispersed to other schools facing similar educational inadequacies; and the board continues to institute programs that are not meeting the needs of these students and she questions why. She also asked about the 25 substitute teachers at Fair Park High School. While there are students achieving, she reminded the board that the mass majority of students are not achieving and asked if the board believes substitute teachers contributed to this status. What is being presented is not the issue, but the issue is our children are being set up for failure and nothing is being done to avoid this. She encouraged the board to stop destroying Caddo's children, more inner city children than any in Caddo Parish, to consider the disruption in the moving of these children from Oak Park to Bethune, and let the board members' conscious be its guide and not continue this pattern for disadvantaged children.

Jackie Lansdale, president of Red River United, referenced the shifting of many of the board's powers during the last Legislative Session to administration. She noted that it is true that the hiring and placement of authority in the school system have been delegated to the superintendent; however, LRS 17:81(a)(3) states that the local board has the authority to set the number of employees to be hired, the terms of their employment and their salary. Mrs. Lansdale asked that when employees come to the board via the grievance process, i.e. Occupational and Physical Therapists, and the board moved to override the Rahmberg study recommendation in totality, this is not only exercising the board's authority, but its obligation, in setting pay, benefits, and terms of employment. In fact, she said that the board is granted broad discretion in setting salaries, benefits and terms of employment and the court presumes these actions were made in good faith and in accordance to law. What would not be in good faith or in accordance with law is if the Superintendent made a financial deal or offer with an employee or suggest that one had been made. She also said that another critical area for the board is the grievance policy

and procedure, because while the grievance policy provides LRS17:104, it at first does not appear to be outsourcing, the board is charged with disposing of the grievance and this was something presented by Board member Hooks at the last meeting. Mrs. Lansdale also referenced Section D which provides latitude for a different construct. She said that any provision contrary, the city and parish school boards may, in negotiating contracts with teachers and other employees, amend its rules, regulations and policies relative to the grievance procedure. She said this language provides the basis for allowing a completely or partially outsourced grievance process. Mrs. Lansdale stated that a good start would be for a board member to make a motion that pursuant to LRS17:100.4(d) to enter into a contract negotiation with teachers and other school employees for the purpose of amending the rules, regulations and policies relative to the grievance procedure and to recognize the Red River United as the bargaining agent for teachers and other school employees. She further stated that the passage of such a motion would ensure that a fair and balanced approach between the Caddo School Board and Caddo employees could be reached. She said this is what is in the best interest of the district and the boys and girls it serves.

Roy Thomas, former employee, addressed the board on what he read in the paper about moving the students from Oak Park to Bethune and that he is overjoyed at the fact that Mrs. Anderson still is doing great things for the kids at Oak Park. He stated that it disturbed him when he read in the article that Oak Park might lose its excellence if this move is made to Bethune given Bethune's history. He said when Bethune opened, the staff was one that cared about students that needed hope; but Bethune fell on hard times and some misguided decisions were made resulting in it being very difficult for Bethune to recover; and he believes this is an opportunity to recapture what was lost in those decisions made. Mr. Thomas stated that buildings do not make, nor cause results to happen, it's people. If the right people, leadership and staff, are in place, then results will trump history and a building and location. He ended his comments by stating an oft quoted statement "can anything good come out of Nazareth?", and he paraphrased this by asking "can anything good come out of Mooretown?" He is convinced that something very good can come out of Mooretown.

Celeste Powell, employee, addressed the board on her request of the board to reconsider her salary and the fact that it is frozen for 10 years as a result of the Rahmberg study. She noted the importance of the district retaining its experienced and knowledgeable therapists. Also, she noted Caddo's history in being able to employ and keep therapists on staff when the pay was not competitive. Ms. Powell said it has always been her belief that the board, when it corrected what happened when implementing the Rahmberg study, did not intend to single her out by freezing her salary and not making her salary as a 260-contract day employee competitive. She noted that she is only doing what other employees would do and that is seek equal pay for equal work. As a 260-day employee, Ms. Powell stated she doesn't believe the total number of days she works in Caddo Parish should lower her rate of pay after working in Caddo for 13 years. Having never had any complaints from anyone relative to the work she does, Ms. Powell stated she is proud of the work she does for Caddo Parish and the accomplishment she sees in the students with whom she works, and she is hopeful that she will be able to continue to dedicate herself to the children in Caddo Parish and that the board will correct this salary calculation.

Vanessa Naquin, parent, thanked the board member that has helped her to address out of control situations regarding her daughter because nothing happened for over 2 years to address her concerns. She noted how she was treated when talking to a board member that told her they were not her board member, but expressed her appreciation for the help afforded her by Mr. Hooks in addressing her problem. She also cited the effects of poverty on young people's lives and encouraged the board to focus on why the people elected them.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins presented the items for the Board's consideration and the following discussion ensued. He requested that Item 8.09 "Request for Long Term Use of Worley Observatory" be pulled. Mr. Riall announced that Items 6.02, 8.01-8.03, 8.05, and 8.07-8.08 are the consent agenda.

Mrs. Bell moved, seconded by Mr. Pierson, to approve the consent agenda (Items 6.02, 8.01-8.03, 8.05, and 8.07-8.08) as presented. Vote on the motion carried unanimously. The following is a summary of the board's action with approval of the consent agenda.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of August 24, 2012 – September 20, 2012 as submitted. A copy of this report is filed in the official record of the October 16, 2012 CPSB meeting.

Item No. 8

8.01 Proposed Revisions to CPSB Policy IDDF. The board approved the proposed revisions to CPSB Policy IDDF as recommended by staff and submitted in the mailout.

8.02 Self-Funding of Group Health Insurance. The board approved changing the CPSB Group Health Insurance funding arrangement from fully-insured to self-funded, to contract with Blue Cross Blue Shield of Louisiana to provide administrative services for the next two years in exchange for a guaranteed payment of \$4.5 million from our premium stabilization fund, to allocate \$2.2 million from general fund savings to complete the funding of the reserve requirements; and to establish an Internal Service fund to account for the Group Health Plan as recommended by staff and submitted in the mailout.

8.03 Annual Group Insurance Renewals. The board approved the annual Group Insurance Renewals as recommended by staff and submitted in the mailout.

8.05 Annual Salvage Sale. The board authorized staff to hold an auction sale of used furniture and equipment in November, 2012.

8.07 Out of State Travel. The board approved out of state travel (General Fund) requests as recommended by staff and submitted in the mailout.

8.08 Approval of Recommendation of Internal Audit of Maintenance Department. The board approved the recommendations of the internal audit of the Maintenance Department as submitted in the mailout.

BIDS (PURCHASING)

Mr. Rachal moved, seconded by Mrs. Armstrong, to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) OtterBox, unit price totaling \$26.57 for iPhone 4; unit price totaling \$26.57 for iPhone 4s; unit price totaling \$26.57 for iPhone 5 and unit price totaling \$47.85 for iPad 2/3 for purchase of iPad and iPhone protective cases for Title 1 (Items are being purchased to protect existing iPads purchased through Title 1 for classroom use); (2) Music & Arts, totaling \$7,755.00; Brook Mays Music, totaling \$1,600.00; DF Music, totaling \$20,381.00 and Cascio Interstate Music, Inc. dba Interstate Music, totaling \$5,388.00 for the purchase of band instruments for the Music Department; Grainger Industrial Supply, totaling \$48,163.80 for the purchase of filters – heating, ventilating and air conditioning; and SafePlans, LLC, totaling \$40,560.00 for the purchase of emergency response procedure manual for the Security Department.

Mr. Rachal asked about the \$40,560 for the Emergency Response Procedure Manuals. Mr. Graham responded this is the REMS grant; and Roy Murry, director of Security, explained it is a quick-reference guide for the Crisis Response Plan for Caddo Parish that will be provided to each teacher providing them guidelines for what to do in specific crises. Mr. Rachal asked if this is for printing and binding? Mr. Murry said that is correct for 3,120 manuals. Mr. Rachal asked from where is the District receiving this grant and Mr. Murry responded from the U. S. Department of Education and Homeland Security.

Vote on the motion carried unanimously. A copy of the bid tabulation sheets is filed in the official papers of the October 16, 2012 CPSB meeting.

RAHMBERG RECOMMENDATION, RE: OCCUPATIONAL THERAPIST

Mr. Ramsey moved, seconded by Ms. Priest, to approve Rahmberg's recommendation per request of Superintendent and staff. Mr. Rachal stated that after further review of the information received and becoming more aware of how we are handling the extra time during the year that we have students needing OT and PT services, by contracting out these services; and because we will no longer have anyone in the 12-month timeframe, it appears to him that it is costing us more to use the contracting company. *Mr. Rachal moved, seconded by Mrs. Armstrong, to ask Rahmberg to reconsider the compensation plan based upon the same information provided to the Board that private contractors will be hired by the District at a substantially higher cost than continuing the position pay as prior to the Rahmberg study.* Mr. Rachal stated that over the months we have continued to gather additional information and to him it is disturbing that we have someone working fulltime, with the same job description as those employees on nine month, who is paid less on a daily basis; and, not knowing if Rahmberg was provided the same information provided to the board, he would like Rahmberg to review the cost that the District is paying contractors for these services in lieu of having District employees provide these services, which impacts the budget.

Mr. Pierson called for a Point of Order and for the record, a motion cannot be discussed prior to making the motion and then the maker of the motion continue to discuss it.

Mrs. Armstrong stated that the information shared by Mr. Rachal is something she recognized when reading this information, and she supports the motion which is relevant not only to this situation, but possibly to others. Board member Armstrong said she believes the board and the administration need to continue to look more carefully at what is being done with outsourcing; because while outsourcing benefits us in some cases, in this case, it appears our own employees can be hired at a lesser rate and still be on the same scale as the 9-month employees. In lieu of the fact that the board was not initially given all the information requested, she supports taking the time for Rahmberg to review this additional information shared with the board.

Mr. Abrams explained that Mr. Rahmberg's only duty is to determine the value of a position and it is up to the board to decide if it wants to spend money for additional outsourcing. He further stated he cannot tell the board whether or not it should outsource, so sending it back to Rahmberg is not appropriate for this determination. He only determines the Fair Market Value for what an OT or PT should make and provides the district with a salary schedule. The decision to outsource any of these services is something totally different and is a board's decision.

Dr. Dawkins asked if the additional information being referenced is that coming from the OT/PT summer contract cost of \$4,555? Mr. Rachal said it is the Elite contract where we are paying them \$75 per hour. Dr. Dawkins asked if there is any additional information and Mr. Rachal said this is one of the pieces of information staff provided.

Mr. Rachal stated that since the motion to send it back to Rahmberg is not appropriate, *he moved to correct the motion and change asking "Rahmberg" to asking "administration" to reconsider the compensation plan.* Mr. Abrams explained that while the motion is an appropriate motion, if approved, the board is going against its own policy that an outside expert will determine the value of positions, and the expert has done that. The additional amount associated with what it cost the district for outsourcing these services is an additional sum of money and a decision for the board to make, and it does not change the value of the position as graded by the expert or the pay schedule. Mr. Rachal stated that the board does not have to approve everything Rahmberg sends to the board, and Mr. Abrams said that is correct; but it comes from the expert so that it is consistent across the board. Mr. Rachal said he has issues with the pay, and the board can vote on this tonight or not, but how this worked out is not what the board expected when it approved it. He also said that he believes that now that the board is aware there is some additional cost involved to outsource needed services that everyone should be aware of when considering it.

Mr. Ramsey asked Dr. Dawkins if the contract for these services is something new or is something that has been in place? The superintendent confirmed it has been in place. Mr. Ramsey asked if he understands correctly that this contract is in place for the summer and has been done in lieu of hiring an additional staff person(s) to provide these services and we can do so for \$4,555 rather than paying an additional staff person a salary, benefits, etc. and asked if the work/services can be provided without doing a contract? Pam Barker, director of special education, explained that this contract has been in place for many years beyond her tenure as director of special education, primarily to work substitutes who are highly qualified, certified, when a licensed therapist is out. She explained we also use Elite for extended school year services since the District does not have a full range of OTs and PTs that work a full 260 days; and these are required services paid from IDEA dollars and not the General Fund. Mr. Ramsey asked if he understands correctly that Caddo uses these services very selectively to cover students' needs and at the same time, if we don't use Elite's services, it would be necessary to hire additional personnel to address these needs? Mrs. Barker said that is correct. Mr. Ramsey asked the board to look at if it wishes to spend an additional \$4555.00 to provide these needed services during the summer or does the board wish to spend an additional \$70,000 plus to hire an additional person to provide these services. He added that selective use of contract services is not necessarily outsourcing the department, but it is utilizing services to supplement what we have. Mrs. Barker said that is correct for the days in June and July that someone is needed to provide these services and staff is not available. She also stated that the initial process for using Elite was for substitutes, because there is not a pool of substitute teachers or nurses to pull from when a therapist is out. Mr. Ramsey said this is very unique, and this information is very good to have. He also asked the board president to address the noise in the audience and Mr. Riall reminded the audience that this is the board's meeting and not a meeting of the public even though it is held in public because of the Open Meetings Law. He expressed appreciation to the audience for silence while conducting this meeting. Mr. Ramsey said since this contract is strictly to provide services that we do not have an employee's presence to support, and it has nothing to do with the salary schedule, he cannot support the substitute motion.

Mr. Hooks said Mr. Rahmberg is not an OT and he is not a profession in the area of OT; and he believes we owe this employee and should pay her. He further stated if the superintendent had presented this information prior to the board voting on it, he doesn't believe the board would have approved it and is why the board is where it is at this time. He encouraged the board to do the right thing.

Miss Green stated that her heart goes out to this employee; however, she shared that she recently received a call from someone whose salary has been frozen for five years. If the board supports this request before the board, she was also told that those whose salary was frozen will be the next to appear before the board about it. Miss Green said the board has addressed this for months and she believes it is now time to move on.

Ms. Trammel stated she has previously shared with the board that as an employee, she experienced a similar situation. She said she believes if the board fixes it for this employee, it will be inundated with other requests from employees who have experienced a similar thing.

Mr. Rachal asked if he understands correctly that the district has been using Elite for years to handle substitutes needed during the school year; and since the board has made changes in how the OTs and PTs are hired, we now use Elite to provide services in the summer, which is an additional cost. He said when outsourcing works, he doesn't have anything against it; but if we have staff we need to use staff. Mr. Rachal again stated that the board, superintendent or staff did not make the decision to intentionally address every OT and PT but one, and asked the board to let that be the basis for the decision when casting the vote.

Ms. Priest moved, seconded by Mr. Pierson, to call for the question to end debate on all motions on the floor. Vote on the motion carried with Board member Rachal opposed.

*Mr. Rachal restated the substitute motion to ask **administration** to reconsider the compensation plan based upon the same information provided to the Board that private contractors will be hired by the District at a substantially higher cost than continuing the position pay prior to the Rahmberg study. Mrs. Bell asked for clarification of the motion and Mr. Rachal stated that this only addresses the one OT position involved. Mrs. Bell said she believes the first motion addresses the issue and this motion does not address the same thing. Mr. Abrams said it is still an appropriate substitute motion, because it is an item on the agenda and the substitute motion is instead of the main motion. Mr. Rachal said this also has to do with the budget, and Mr. Riall ruled that the conversation is going beyond what it should. Vote on the substitute motion failed with Board members Hooks, Crawford, Rachal and Armstrong supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Ramsey and Bell opposed.*

Vote on the original motion carried with Board members Hooks, Rachal, and Armstrong opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, and Bell supporting the motion.

REQUEST FOR HEARING IN ACCORDANCE WITH CPSB POLICY GBCB-R

Mr. Ramsey moved, seconded by Mrs. Armstrong, to note in the record the employee's claim of retaliation and to require the superintendent or the superintendent's designee to monitor and make sure no retaliation occurs against the employee in the future. Mr. Ramsey added that there is no admission of retaliation, but simply that the board has reviewed the information and this is the motion being brought. Vote on the motion carried unanimously.

APPROVAL OF RENOVATION OF BETHUNE CAMPUS TO HOUSE OAK PARK MICROSOCIETY K-8 UTILIZING CAPITAL FUNDS

Ms. Priest moved, seconded by Mr. Pierson, to approve renovation of the Bethune campus to house Oak Park MicroSociety K-8 School utilizing capital funds as submitted in the mailout. Ms. Priest encouraged her fellow board members to join her today in support of the boys and girls, faculty and staff, that attend and work in one of the six approved K-8 schools in Caddo Parish. She said the vote today is about academics and offering the students at Oak Park the same amenities as their fellow K-8 students attending Herndon, Oil City, Walnut Hill, Vivian, Turner and Keithville. With the bar being raised each year and with Oak Park rising to the requirements and standards with scores being up, Oak Park has been recognized as one in 269 National Blue Ribbon Schools in the United States. The enrollment continues to increase; and based on the Parsons Study, 85% capacity is 396 students. Oak Park has a current enrollment of 452 students with 6th and 7th grade students now taking P.E. in a classroom and there is no art

classroom or science lab as there are in other K-8 schools. She asked the board to support the movement of Oak Park MicroSociety School K-8 to the former site of Bethune which has the much needed space. The former Bethune campus has a cafeteria, auditorium, computer lab, science lab, culinary arts, hospitality space, gymnasium, choir, band room and counseling space more conducive to the added grade levels. The two facilities are less than a mile from each other and are located in the same community with the same culture. The attendance zones approved by the board earlier this year are in place, and the cost is approximately \$3.9 million. She also noted that the current Oak Park location is land locked and to build the needed amenities is cost prohibitive (\$12 million). Ms. Priest also stated that time is a factor as the 8th grade will be added to this K-8 next school year. Choice is being offered to parents by the State and by the District; however, Ms. Priest said it is her desire that the current 7th graders, and the future 8th graders, will be able to continue on the path of academic excellence achieved at Oak Park. She said she does not personally believe a building educates children nor that a building is jinxed; and while the building is different, it is not the building that educates the children, but what and who are in the building (teachers, students, support personnel, volunteers, community) that make a difference in the success of a school. Ms. Priest also stated that relative to the vacated building, those in the community will be brought to the table for their input with any proposed uses for the vacated facility. Again, she encouraged the board to support this proposal and place these students in a true K-8 facility.

Mr. Pierson echoed Ms. Priest's comments and added that this makes good sense. He urged his colleagues to support this proposal.

Mr. Hooks stated he doesn't understand why we are placing all our money in brick and mortar, which does not count, but it's academics that count. He asked if the board is also interested in making Arthur Circle and A.C. Steere K-8 schools because their enrollment is approximately the same. He also stated he is concerned that the board is being asked to vote on this with only two weeks' notice; and if this kind of money is going to be spent, he recommends putting it into the classroom since the employees have not had a pay increase in four years. Mr. Hooks referenced the great job Mrs. Anderson did at Mooretown, and he doesn't think it is fair after doing a great job to turn the school around to move it to another area. Mr. Hooks said he believes this community is dead and he asked where are the students coming from? Ms. Priest reminded Mr. Hooks that when the board approved the attendance zones for Caddo Parish last April, an attendance zone was approved for Oak Park K-8. Mr. Hooks stated his understanding; however, he doesn't believe there are any students living in that attendance zone. Mr. Hooks added that being in and out of the Mooretown area weekly, he has noticed how transit the people are that live in that area, and this negatively affects the school's score. Mr. Hooks warned that the board will regret this if approved, the same as moving the 7th and 8th graders to high schools.

Mrs. Bell stated for Oak Park to be a K-8 school, the students are currently taking P.E. in a regular classroom which is the same thing the staff at Caddo Middle Career & Technology Center did. She noted this move is not something that just came up, but the 5th and 6th grades were added with the intent of adding 7th and 8th grades. Having received a call from one of her constituents questioning her support of this proposal when Greenwood does not have a school, Mrs. Bell said she reminded this person that twice new schools have been asked for and the superintendent brought forth a proposal to build in Greenwood and southeast Shreveport but the board voted against it, against presenting it to the people to decide. Later, the superintendent brought back to the board a plan to build four new schools and she will not support a new school in Greenwood unless the voters in that district say they want a new school. She said she doesn't understand why the board wants to deny these students the same things that other K-8 schools have; and she will not play politics with children.

Mrs. Crawford asked if students attending 7-12 schools will transfer into Oak Park? Dr. Dawkins responded that parents in Oak Park attendance zone have opted to go to the 7-12 but

these parents will have the choice for their middle school children. Mrs. Crawford asked if they will be tested? Dr. Dawkins said they will not as they come under the current Oak Park admission criteria. Mrs. Crawford asked Mrs. Anderson if the number of 7th graders for next year is 15 and Mrs. Anderson responded the number is more than 15. Mrs. Crawford asked if board members will get the additional details mentioned, and Dr. Dawkins stated that staff attempted to answer all questions and the information was sent to all board members. Mrs. Crawford also stated her concern about the previous need to do something publicly to make sure that the first day students arrive on the new campus it is no longer Bethune, but it is Oak Park, and those attending the new Oak Park do not need to be “haunted” by the history of Bethune. Dr. Dawkins responded staff heard this concern from others and is looking at ways to address this PR need.

Miss Green said while she thinks this is a great idea, she has to agree with Mr. Hooks in that this is short notice to vote on this; however, believing that board members should know what is going on and what is best for their districts, she supports Board member Priest on this request. She also asked if the community is fully aware that this change is taking place? Dr. Dawkins explained that Mrs. Anderson has worked with the parents in this community. Miss Green stated she only wants to make sure the community is aware of this change. Dr. Dawkins added that he too wants to make sure the community is aware; and while it may not be at 100%, staff will continue working on it. Miss Green also asked if staff will proceed with the PR? Dr. Dawkins responded that the District has been blessed with some good publicity recently and once the board makes a decision, it is something that will be placed on the web site.

Mr. Rachal said this is a good idea; however, he does have some issues with this. While he appreciates the forward thinking in putting together the plans that there is a need for a K-8 school, he is looking at some of the board’s priorities and hopes that in the future when looking at a new school for another area in the district, board members will speak favorably for it. Mr. Rachal stated that his issues include spending \$4 million in the capital projects budget, and he received two pieces of paper prior to the board meeting on this matter. He said what he would like to address is the immediate priority this project became when southeast Shreveport has been a priority with University Elementary having over 900 students. He said he previously asked about population guidelines in the district’s schools and his desire to see them applied across the district. Mr. Rachal said University is and has been a high priority and his issue is he does not agree with the current priorities. University has not been addressed and noted the lack of space when special programs are held, students begin eating lunch at 10:00 a.m., and the traffic in the neighborhood for programs as well as in the mornings before school and in the afternoon when school lets out. He added that 7,000 homes have been built in southeast Caddo Parish which represents approximately \$8 million annually in revenue to the Caddo Parish School Board, yet there is still no plan as to how this issue will be addressed. He questioned how instantly the project presented became a top priority and he clarified that how he casts his vote tonight does not reflect that he doesn’t appreciate all the hard work the administration and faculty have done at Oak Park; however, it appears a little inequitable when nothing has been done in southeast Shreveport. Mr. Rachal challenged the superintendent and staff to provide pictures of a new K-8 school in southeast Shreveport so he can promote building a new school, because with the overcrowding in this one school, there are actually ample students in this area to open two charter schools. Again he reiterated previous comments; and while he understands staff has been working on this project more than two weeks, it only came to the board two weeks ago and it came at the top of the priority list where other issues for southeast Shreveport have been for some time but not addressed. Mr. Riall reminded the board that the motion is whether or not to approve renovating Bethune to relocate Oak Park MicroSociety K-8 and not what each district does or does not have. Mr. Rachal added the motion also directs the superintendent to spend \$4+ million and this also is an issue with him.

Mr. Pierson reminded the board that since he has been on the board, there was an opportunity to vote for a bond issue that would solve a lot of issues, but the board chose to not do so. While he too recognizes the need for a school in southeast Shreveport and in Greenwood, that is not a reason to not take care of what we can in the current capital budget. He stated his support of Oak Park moving to Bethune; and it will be the leadership and staff reputation that will go before them. He also reminded board members that Oak Park will build its middle school from within because the 3rd, 4th and 5th graders will move up to the 6th, 7th and then 8th, in addition to some students who may transfer back into their neighborhood schools, which will help in the area of transportation needs. Mr. Pierson added the most significant thing to him is the opportunity this will be in providing a building with everything they need to have a great educational experience.

Ms. Priest restated that she does represent District 7 and reminded the board that when talking about the budget, we are talking about the capital projects budget and it cannot be utilized for instruction but only for facility improvements. She also stated that if board members recall, principals at every school submitted their priorities for capital improvements and they were asked to prioritize them, a copy of which has been provided to the board. Also, while Oak Park did receive the National Blue Ribbon School designation, it did so as a K-8 because Oak Park was approved as a K-8 several years ago with the 6th added one year, then the 7th, then the 8th grade. Again, she encouraged the board to support this capital projects expenditure.

Mr. Hooks moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the main motion carried with Board members Hooks and Rachal opposed, and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Armstrong and Bell supporting the motion. Mrs. Armstrong announced that Mr. Ramsey had to leave the meeting due to a family emergency.

EXECUTIVE SESSION

Student Readmission Appeal. *Ms. Priest moved, seconded by Mrs. Bell, to approve student readmission appeal requests for F.E., E.H., J.H., O.K. and C.K. as recommended by staff and submitted in the mailout. The parents are in agreement with staff's recommendation. Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he will get to the board a copy of a memorandum from the Department of Education relative to MOUs in place until December 2014 giving the district an additional year to do everything it wants to do to turn some schools around. He also announced staff is waiting on a response relative to the district's desire to enter into an agreement to reestablish Linear Middle School.

Relative to capital projects, Superintendent Dawkins shared with the board members a proposed three-year capital projects list, which at this time is a fluid document. He said QSCB projects are listed in addition to those projects that will be funded from Capital Projects.

ANNOUNCEMENTS AND REQUESTS

Ms. Trammel noted that she recently was in the car line at the referenced southeast elementary school and understands what Mr. Rachal is talking about. Also, she asked Dr. Dawkins to look at the traffic problems at two schools in her district that are located in close proximity to each other (Cornelious to Rainbow Drive). Dr. Dawkins responded that there are many schools with a similar problem and staff is visiting these concerns throughout the district.

Mr. Rachal asked if the amount listed on the three-year capital projects list includes the \$4 million in year 1 for the new Oak Park. Dr. Dawkins responded it does.

Miss Green expressed her appreciation to Capital One for sponsoring a “green” project at three of four schools in her district and asked that staff send a letter to them for his donation.

Mr. Hooks asked for some copies of the MiniFacts, congratulated Mr. Pierson on being crowned the King of Sobek, and announced that Fair Park held a college and career fair last week that was very well attended by the 9-12 grade students. He asked that a note of appreciation be sent to Ora Hamilton for this successful event.

Ms. Priest shared with the board members her appreciation for their support of the project to relocate the Oak Park MicroSociety K-8 to Bethune.

Mr. Pierson announced that last Tuesday at J.S. Clark, the Donuts for Dads event was held and had a successful turnout. This event was co-sponsored by some of the men from his church and he asked that an expression of appreciation be sent to the appropriate person(s). Dr. Dawkins added Mr. Cunningham helped underwrite PTA membership for each one in attendance and is now interested in doing the same for other schools as well.

Mrs. Bell expressed her appreciation for the successful college and career fair at Huntington High School. Also, Grandparents Day was held at Walnut Hill and the turnout for this event was very successful. She also expressed condolences to Curtis Hooks and his family in the loss of his father-in-law.

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at 7:03 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

November 13, 2012

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, November 13, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal and Ginger Armstrong. Also present was Legal Counsel Reginald Abrams, staff and other visitors. Miss Green led the invocation and Pledge of Allegiance. President Riall announced that Board member Curtis Hooks is out of town and Board members Mary Trammel and Carl Pierson were absent due to recent surgeries.

ESTABLISH AGENDA AND CONSENT AGENDA FOR NOVEMBER 27, 2012 CPSB MEETING

Chief Academic Officer Antionette Turner highlighted items for the board's consideration at its meeting on November 27, 2012 and the following discussion ensued.

Bids (Purchasing). Mr. Ramsey asked staff to provide him with information explaining the difference in the bid total amounts and why the bid recommended was chosen. Mr. Lee explained that he will follow up and provide a response to all board members.

Approval of Conflict of Interest Waiver of Malone Law Firm. Miss Green asked Attorney Abrams to clarify this matter and Mr. Abrams explained that Mr. Malone is currently an attorney for the CPSB and has chosen to be the counsel for the Shreveport Charter Foundation, the operator for the Magnolia School of Excellence; and he is asking that the CPSB waive any conflict of interest. He further explained there is not a true conflict of interest since he has no information that would be considered a conflict of interest or would he know the School Board's information to use against the CPSB. He said it is a business issue for the CPSB to decide if it wishes to continue to do business with a firm that is now representing the CPSB and one of the charter schools; and if the board chooses not to waive the conflict, then Mr. Malone could no longer represent the CPSB. Mr. Riall asked Mr. Abrams to clarify that a "yes" vote would be to waive the conflict of interest and we would continue to retain this lawyer, and Mr. Abrams confirmed that is correct. Currently, the charter agreement is still being negotiated between Mr. Malone and himself (Mr. Abrams) because there is potential they will work together since the charter school will be under the CPSB.

Mr. Rachal said he takes issue with some of this since this attorney has already made a decision to represent this charter. Mr. Abrams said that is correct and he has been made aware that this would be put before the CPSB for a decision. Mr. Rachal asked are there some cases Mr. Malone is presently working on for the CPSB? Mr. Abrams said that is correct and because there are 5-6 law firms that handle general litigation (which is the area Mr. Malone handles), it would mean he handles a couple of cases a year. Mr. Rachal also asked Mr. Abrams if he believes there will be any issues relative to what Mr. Malone has done for the CPSB in the past and what he will be doing to represent the charter school in the future. Mr. Abrams said Mr. Malone has never worked with the inner workings of the school board, i.e. human resources (personnel), but handles bus accidents, slips and falls, etc. Mr. Rachal asked Mr. Abrams if he is confident the attorneys in place can pick up Mr. Malone's cases? Mr. Abrams said that is correct; however, if the board decides not to waive any conflict, then the board will need to decide whether or not to retain Mr. Malone on files he is presently assigned since there is a cost for reassigning files. Mr. Rachal asked what is Mr. Malone currently handling and what is the possibility of allowing him to finish these cases. Mr. Abrams responded he will provide that information. Mr. Rachal asked Mr. Abrams how long has Mr. Malone been doing legal work for the School Board and Mr. Abrams responded since approximately 2006 and he has been very efficient in his work for the School Board. Mr. Abrams reminded the board that Mr. Malone did

come to him before he made a final decision; however Mr. Abrams told him it would be put before the board.

Ms. Bell asked board members to remember that charter schools are competition for the public schools, as are vouchers. She said she knows this attorney and he is a very good attorney; however, she cannot vote to waive any conflict of interest, because she believes it is a conflict of interest. She did agree to allow this attorney to complete his current cases.

Mr. Riall asked Mr. Abrams if he is in a position to give a recommendation on this matter? Mr. Abrams responded that he has given his opinion as far as this attorney's quality of work and that he would continue to do good work for the School Board; and, he reminded the board that this is a CPSB Charter School.

Ms. Priest said she believes one of the things in the hands of the board is to make the decision to waive or not waive and the position should be basically the same as it is in other legal matters.

Ms. Bell stated she knows he is an honest man and it is great for him to let us know; however on this decision, she does not believe it will work.

Amikids Contract. Mr. Ramsey asked Mr. Abrams to summarize this proposed contract for Amikids. Mr. Abrams said the contract came from Amikids in the State Department; however he removed a lot of the State Department verbiage and the State Department must approve the District using them as the originally submitted contract was based on the State Department's requirements requesting us to provide MFP and local dollars as of October 1 and February 1 counts. Mr. Abrams also explained that Amikids was originally the Marine Boot Camp out of Minden used by the Juvenile Court to send students as a last resort. When negotiating the contract, Mr. Abrams asked about the number of students they would take, and the contract was written that we would only pay for the number of students they actually had and not the October 1 and February 1 numbers. The State Department has instructed them, since they did not like the money flowing through Juvenile Justice, to set up the operation similar to a voucher program, thus the reason for the contract wording. Mr. Abrams also confirmed that when asked how many students they could accept from Caddo, they responded up to 60, and the intent will be when students act up at the Ombudsman sites, this will be the next option, which will cost less than the other programs.

Mr. Ramsey stated there has been a need for such a place for these students and he believes this opportunity may be the one that helps these students get back on track. Mrs. Crawley asked if the facility in Minden will be the one used for these students? Mr. Abrams explained that the students will be transported from Shreveport everyday. Mrs. Crawley asked if these are students in our classrooms (before being expelled)? Mr. Abrams responded that the logistics are still unknown; however, there are students at this facility that were previously at one of the Ombudsman sites, and this is an expulsion center. Mrs. Crawley asked if this is in competition with the Rutherford House. Mr. Abrams said they are not and do not necessarily have to be adjudicated students, and Rutherford House could actually have their own contract.

Mrs. Bell asked Mr. Abrams if she understands correctly that students suspended and sent to Ombudsman could be sent to this facility from Ombudsman if there are additional problems. Mr. Abrams confirmed that is correct and that one of the good things is students do not have to be referred by the Juvenile Center. He further explained that there are two reasons a student could be referred: (1) expelled or (2) volunteered with parental consent.

Mr. Rachal asked if we have come up with another opportunity to try to get these students on the right path? Mr. Abrams explained that this option came about when the Juvenile Justice System was not funding any children and Amikids Red River contacted the School Board to determine if

the School Board was interested in entering into an agreement in an attempt to keep the program going. Not being limited to the Judicial part, this was a different way of getting the program funded. Mr. Rachal asked who will provide the transportation for these children? Mr. Abrams said when meeting and discussing the contract, one of the issues was transportation and that they desired us to provide transportation, which is an additional cost. He further asked Mr. Abrams if he understands correctly that Amikids is not Camp Minden, but Amikids is only using the Camp Minden facility? Mr. Abrams said he is not absolutely sure, but knows it is in Minden, and he can bring clarification by the next meeting.

Ms. Priest expressed her appreciation to Mr. Abrams for working on this additional opportunity for students. She asked Mr. Lee if the State allocation out of the MFP dollars, off the top, is a transfer of the approximate \$124,000 to pay for that which is theirs (Office of Juvenile Justice), because this is coming out of Caddo's MFP. Mr. Lee said if he remembers correctly, there are three facilities in the State that are run by the State. Ms. Priest asked about the Juvenile Justice Office and do the MFP dollars go through the State Juvenile Justice Office or through the local Juvenile Justice office? Mr. Lee explained that the last meeting he attended in Baton Rouge where OJJ was discussed in detail, the money was taken off the top; however, he will confirm this information and share it with the Board members.

Mrs. Crawley asked who will be supervising this school, and who will be held harmless? Mr. Abrams said there will be an insurance provision added and an insurance policy added at \$1 million per incident. Mrs. Crawley stated her agreement with Mr. Ramsey's comments; however, it appears that we do not know anything about this group, which is her only concern. Mr. Abrams stated this group has been in business for some time, and this is only a funding change; they have been providing services for free.

Mrs. Armstrong asked for Mr. Abrams to clarify who will be providing the \$1 million insurance, and Mr. Abrams responded that they will be providing the insurance, making Caddo an additional insured on their policy. Mr. Rachal asked if he understood correctly that they have provided services in the past for free? Mr. Abrams said that is not correct, but they were funded through the Office of Juvenile Justice, and they need this type of agreement to use MFP dollars and not be funded through the State any more, i.e. MFP dollars will follow the student wherever the student goes. Mr. Rachal asked if these students went through the Juvenile System, would the funds still follow the child, and Mr. Abrams responded the funds would still come through Caddo, which is part of the agreement; and as he understands it, there are no funds coming through the Juvenile Justice System for this particular program. Mr. Rachal stated he likes that the children have another option, and especially if these children are disrupting the class and making it difficult for the other children to learn; however, if this service was provided free of charge in the past, he wants to make sure we are not putting out money that we would not have put up to begin with. Mr. Abrams also added in response to Mr. Rachal's question that he is uncertain how they received these funds prior to now, other than it came through the Department of Juvenile Justice and he is uncertain if that is the money allocated, but the question is, are they going to now receive the \$124,000 and the MFP dollars. Mr. Rachal also asked if the State is saying that rather than going through the Juvenile System, they will now go through the Amikids Program, and will the court take care of this. Mrs. Carla Moore explained that in the past students attending what was then called Red River Marine were sent by a judge and a probation officer. This type of referral was typically a short-term (90-day) situation funded through the State and the State funding has been cut. As a result of State funding being cut, MFP dollars are being picked up and in addition the judges will still have this as an option for students that come through the court system; but in more severe cases, the Parish will be able to now send students to this camp, which is the ultimate step prior to court. Mr. Rachal stated he understands these children need to be given every opportunity; however, if it is possible to provide these students this service at no cost to the District, he prefers that option. Mrs. Moore said that funding was cut and they were told they would not be in operation. With the funding through the juvenile

courts being cut, what will the courts do now with the students? Mr. Abrams said they would send them back to the Caddo District.

Mrs. Armstrong requested that Amikids personnel be asked to attend the next meeting to answer the board members' questions. Mr. Riall stated that Mrs. Turner is taking notes and will relay to the Superintendent that the board desires additional information prior to the next meeting.

Resolution Giving Preliminary Approval to Issue General Obligation School Refunding Bonds. Ms. Priest asked Grant Schleuter to provide the Board with more details regarding this item? Mr. Schleuter, Foley, Judell, explained this is the preliminary approval of another refinancing of outstanding General Obligation bonds from the 2005 Bond Issue. With approval, the bonds would be refinanced at a lower interest rate with no extension of the debt, with the savings benefiting Caddo property taxpayers. With the market being very attractive at this time, and assuming it holds, adoption of the bond resolution will come to the Board in February with completion in early March. He further explained the resolution provides that the underwriter can price the bonds in between board meetings and the superintendent can sign a bond purchase agreement at that time if a certain minimum savings level is attained that meets the State Bond Commission criteria. Mr. Schleuter also added that the projected savings to the taxpayers after all costs is in excess of \$1 million on this bond issue. Also, if the market is not attractive in late January, this will be placed on hold and watched until such time as it will bring the most savings to the taxpayers. Ms. Priest said this information needs to be shared with the general public.

Mr. Ramsey restated Mr. Schleuter's comment relative to a savings to the property taxpayers in excess of \$1 million as well as reducing payments every year. Mr. Rachal asked Mr. Schleuter if it is not correct that we have refinanced a number of times over the past five years? Mr. Schleuter responded that is correct with the savings being in the millions of dollars, an exact figure which he does not have, but can provide. Mr. Rachal asked if that information could be provided prior to the next meeting, because he believes there has been a savings to the taxpayers of between \$4 and \$6 million. Mr. Rachal also asked about the total bond debt at this time? Mr. Schleuter responded that the S&P has remarked in all of its ratings of the School Board that the debt to the taxpayers is relatively low and he will provide that exact amount to the board.

Donation of Basketball Goals to Atkins. In the absence of Ms. Trammel, Ms. Priest stated her desires to move forward with board approval of this request. She also clarified that the donation is six basketball goals rather than four. She also commented on the provision in the agreement that if Atkins should ever change or become a charter, these items would not be included and would be removed from the campus.

Out of State Travel. Miss Green stated that this item is on the agenda every month and asked if what the board approves is being monitored. Mr. Riall explained that during budget sessions last year, the board requested that out of state travel be brought to the board for approval.

2013-14 Critical Capital Projects. Mr. Rachal referenced last month's meeting whereby \$4 million was approved for a project that came up and it took priority over everything in the School District. He also referenced responses to information he requested relative to the balance in reserves at the end of the year, and it was reported that the estimated capital projects balance at the end of 2013 is a little over \$8 million. Referencing the three-year capital projects plan presented, Mr. Rachal asked staff what is considered to be year one, and Mr. White responded this year (2012-13). Mr. Rachal also asked if he understands that the projects on this year's list total approximately \$10 million and if a portion of that is QSCB funds? Mr. White explained that the QSCB is a portion of the \$18 million and the items for QSCB (*italicized*) are funded from a separate budget which is an annual debt service amount. Mr. Rachal asked if he understands correctly that those items "*starred*" in the list of approximately \$10 million are not included in that amount, and Mr. White said that is correct. Mr. Rachal asked about the

estimated \$6.5 million in year two and will those projects “starred” in year one also carryover from year one to year two. Mr. White explained that basically what remains for the QSCB funds is approximately one-half of the elementary schools, and they should be complete in year one, which is why they are not seen in year two or three. Mr. Rachal asked if in years two and three there will still remain an approximate \$2.3 million debt payment, and Mr. White said that is correct, with QSCB being a 20-year payback and this is the second year there has been a payback amount on the interest-free money. Mr. Lee explained how QSCB funds are structured and that they are not actually paid off each year, but the money is placed in a fund held by a third party which pays interest and everything is paid off in year 20. Mr. Rachal asked if he understands correctly that in year two staff anticipates only spending \$6.5 million. Mr. White responded that is all that is requested at this point; however, he anticipates additional needs will arise that were not anticipated when the requests were originally submitted. Mr. Rachal again stated that it appears with some proper long-term planning, the money could be set aside very easily while maintaining a cushion for emergencies and making some substantial capital project improvements without going to the public for bond money to build a school in Greenwood if needed. He also noted that within the next 10 years there will also be a need for a new school in North Caddo and now is the time to be putting money aside to fund it.

Mrs. Armstrong asked staff about the budgeted \$1 million designer fee and what it covers. Mr. White explained that all projects formally bid must be stamped by an architect or engineer and the cost on the state fee curve for renovation is approximately 10% of the construction cost. This covers producing the plan specifications, overseeing the job, monitoring payment applications, final closure documentations, etc. Mrs. Armstrong asked Mr. White if this is anything he could do or must this be outsourced? Mr. White responded that this is something that must be outsourced. Mrs. Armstrong asked about the lighting for Keithville and Huntington and if these are retrofits? Mr. White responded they are and at this time, we are lacking four schools being complete with lighting retrofit. Mrs. Armstrong also asked about new bleachers at Northwood and Caddo Middle Magnet and if Southwood is included on the list? Mr. White explained that the bleachers at Caddo Middle Magnet are the original bleachers and the boards and the metal frames are coming apart. The bleachers to be replaced at Northwood are the exterior boys’ baseball field and there are safety issues with these also.

Mrs. Crawley inquired about the budgeted item of salaries and benefits? Mr. White explained that this amount is salaries and benefits of the entire construction/capital projects staff, which was moved from the General Fund budget because the tax initiative was written allowing those funds to be used for persons who administer construction contracts. Mrs. Crawley also asked about the building controls budgeted item, and Mr. White responded that this is a continuation of putting computer-operated controls on the larger plants. Mrs. Crawley also asked about the Byrd parking reserve, and Mr. White responded this money will be set aside for the Byrd parking lot in hope of attaining the middle piece of property on Kings Highway since this would be much more cost effective in providing 90 parking spaces. Mrs. Crawley noted that the money was set aside under Ollie Tyler for the purpose of purchasing this lot and to begin work on the lots on either side of the middle lot. Mr. White agreed that is correct and the money was set aside for the actual construction of a parking lot. With the fact that the owner of that middle property may hold that property another 30 years, Mrs. Crawley asked if there is a plan or estimate to move forward on the two lots. Mr. White said he believes it to be approximately \$500,000, but can’t provide the exact cost from memory. She noted how she and the City Council are being inundated with calls because of the students parking on the streets surrounding Byrd. With parking being safety, she reminded everyone that the SACS has noted this is unsafe for the students; and since it does not appear that this option will ever work out, she believes there is a need to move forward with finishing the two lots and address this situation. Mr. White reminded the Board that part of the reasoning staff has not recommended this to this point is the need for driveways in and out of the two separate lots which will cost valuable parking spaces. Mrs. Crawley asked if this wouldn’t be corrected at some point down the road when the middle lot is

purchased and the driveways are converted into additional parking spaces. Mr. White stated he understands there is definitely a problem; however, he further explained the problems associated with building two separate lots that are not on the same elevation, and the two separate lots will provide 19 parking spaces each while the three lots would provide a total of 90 parking spaces. Mrs. Crawley asked if there is any temporary solution to the two lots we own (leveling the lots but not paving them), and Mr. White explained there is actually a City Ordinance against stone parking lots and we have actually been held to that. Also, Mr. White added he has never recommended stone parking lots since it allows students the opportunity to pick up and throw something. Also, a layover of asphalt would only last two or three years and he doesn't believe that to be a good expenditure of taxpayer dollars. Mrs. Crawley asked if she is correct that money is already in capital projects to purchase the remaining lot at its appraised value; however, this is not that money? Mr. White said that is correct and the Board approved the expenditure of funds to purchase those lots as those lots become available. Mrs. Crawley also asked staff to look at the lot on the south side of line on Byrd's side.

She also referenced the critical overcrowding at University Elementary yet she doesn't see anything in the budget to address this need. Mr. White responded that with \$18 million to go around and \$100 million plus in needs, staff attempts to distribute the funds in the most equitable fashion; and relative to University, he doesn't believe building an additional wing is the answer. Mrs. Crawley asked if Oil City is using all their lockers and Mr. White said they are and they are basically the original equipment, and when they become a safety issue, they need to be replaced.

Mr. Riall asked Mr. White how the capital projects fund is replenished each year? Mr. White explained it is a local tax initiative and two funds actually support capital projects which combined total approximately \$18 million annually. Mr. Lee added that one of those is up for renewal next year and the other in 2016.

Miss Green asked staff if the paving at Northside addresses the bus loop or the parking lot? Mr. White explained that at this time, parking is on the north side of the school on an earth/stone lot and staff will look at enlarging this. If any funds are left over, staff will look at extending the bus loop. Miss Green stated she believes if a couple of thousand dollars were added to this amount, both could be addressed. Mr. White said it could because it only takes money; but staff is attempting to spread the \$18 million to address the many much needed requests. Miss Green explained her request for staff to look at widening the bus loop, maybe even taking a part of the grassy area for this purpose. She also asked about Pine Grove and Mr. White explained that it is a situation where water drainage is a major problem and the difficulty in removing water so it does not stand and eventually destroy the concrete. Mr. White also said there is not a safe place to drain the water to. Miss Green asked when will these projects be complete, and Mr. White responded that staff will ask that these two sites not be used for summer programs so that both projects will be completed during the summer.

Ms. Priest expressed appreciation to staff for resubmitting the Capital Projects Three-Year Plan as she remembers receiving this document and addressing it during the budget process in the Spring. She said she believes this is something the board needs to look at closely because it is the principals' list of priority needs. In looking at the list submitted by principals in the Spring in comparison to the revised list submitted, Ms. Priest said there are few schools where the principal submitted requests that made the revised list and asked staff to explain this. Mr. White said there were no changes and if a school was inadvertently left off, he made that mistake and would fix it if brought to his attention.

Mrs. Bell noted that Walnut Hill is also overcrowded and asked if it is the only school with out-houses for bathrooms and T Buildings? Mr. White responded that whereas numerous schools have T Buildings, Walnut Hill is the only school that has temporary style restroom structures. In brick and mortar, Mr. White explained there are enough toilet facilities at Walnut Hill to meet

code; however, he understands that the additional restroom facilities were put into place to assist students in T Buildings (approximately 28). Mrs. Bell noted the walkway added at Turner and if something similar can be done at Walnut Hill. She also noted the need for a separate cafeteria and auditorium at Walnut Hill.

Long-Term Use of School Facility. Mrs. Crawley asked staff how long is the long-term agreement? Staff responded that it is for the basketball season.

ADDITIONS

Mr. Ramsey asked that a “Detailed Report on the Status of Ombudsman” be added under Superintendent’s Report.

Mrs. Crawley requested that staff provide an “Updated Budget with the Changes in Personnel” under Superintendent’s Report.

CONSENT AGENDA

President Riall recommended Items 8.02, 8.05-8.08, and 8.10-8.11 as the Consent Agenda. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the November 27, 2012 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Barry Rachal recognized Oak Park and Claiborne for being awarded the Blue Ribbon Schools of Excellence in Washington D.C. He also encouraged recognizing these schools in the near future for this accomplishment. Mrs. Bell stated her agreement and noted the positive recognition this has received in the media the past several days. She also announced that Oak Park will be holding a celebration on Friday, November 16th.

Jackie Lansdale, president of Red River United, shared with the board the importance of the proposed bond issue and that administration has written a Race to the Top grant of which they are excited to be a part. She also stated that she looks forward to the opportunity to expand the TAP Program and hopes the opportunity is afforded to present this to the public, in addition to having a pre-school program in every Caddo Parish elementary school. Mrs. Lansdale also stated her support for additional professional development and ways to compensate teachers as well as bringing resources to students who do not have them. While she was excited to have the two days off at election time, Mrs. Lansdale said she would be interested in seeing how successful the Fair was by students and employees being out of school for two days. Mrs. Lansdale announced that on December 17th at 1:00 p.m. Act 1 will be going to court because of the inclusion of eight different things in the legislation when in fact it was to have only one. Also on November 28th Act 2 will be in court relative to due process and the damage to extended sick leave, and she is currently writing a resolution addressing women’s needs, i.e. sick leave, maternity leave, accommodations for Mothers of nursing babies, etc.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:22 p.m.*

November 27, 2012

The Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, November 27, 2012 with President Steve Riall presiding and board members Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell present being a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Miss Green led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 16, 2012 AND NOVEMBER 13, 2012 CPSB MEETINGS

Ms. Priest moved, seconded by Mrs. Bell, to approve the minutes of the October 16, 2012 and November 13, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications and marketing, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

SPAR Weightlifting Competition. The following students were recognized for placing in the National SPAR Weightlifting Competition: Boys 11 and under from Lakeshore Elementary include Melvin Williams (3rd Place), and Nicholas Dyer (2nd Place), and Walnut Hill student DeAngelo Charles, (1st place). Stanjuan Persley (1st Place) from Lakeshore, Jacobe Sweet, 1st place at Walnut Hill; and Jacoby Dyer, 1st place, J. S. Clark. Winners in the Boys 12 & 13 Division are Vickers Haynes (3rd Place), Woodlawn; Kaylin Williams (2nd Place), Newton Smith; and Derrick Davis (1st Place), Booker T. Washington. The winner in the Boys 14 & 15 Division is Justin Harvey (3rd Place) of Captain Shreve. The winner in the Boys 16 & 17 Division is Devensky Duncan (7th Place), Huntington; and the winner in the Girls 14 & 15 Division is Horeka Mash (1st Place) of Woodlawn.

National Merit Commended Students. The following were recognized as Caddo's 2013 National Commended students: Molly Gouletas, Avery C. Hennigan, Darren Li, Kelly K. Smith, Joshua Ursua and Morgan C. Watkins of Caddo Magnet High. John Keene, Caddo Magnet High, was recognized as the National Hispanic Scholar.

2012 Siemens Competition in Math, Science & Technology. The following Caddo students were named winners in the 2012 Siemens Competition in Math, Science & Technology: Semifinalists from Caddo Magnet High are Joan Liu and Sean Nathan, and Christine Hennigan from Captain Shreve High. The Regional Finalist is Henry Lin of Caddo Magnet High.

JROTC Cadets. Col. Durr introduced Command Sgt Major Howard Warren, assistant director of Army Instruction, who recognized Cadet Colonel Zachariah Chrisman, Caddo Parish JROTC Corps Commander for 2012-13 from Caddo Magnet High; and Cadet Colonel Hollie Fields, winner of the prestigious Legion of Valor Award of North Caddo High School.

Caddo Magnet High JROTC Leadership Team. The Caddo Parish Magnet High School Army JROTC Leadership Team was congratulated on being recognized by U.S. Secretary of Defense, The Honorable Leon Panetta, for participation in the 2011-12 JROTC Leadership Symposium and Academic Bowl Championship in Washington D.C. in June 2012.

Outstanding Social Studies Teacher Award. Patrick Murphy from Herndon Magnet and Roy Keene of C. E. Byrd High School were recognized for receiving the Outstanding Teachers of Social Studies Award sponsored by the Louisiana Council for Social Studies.

Wings to Wellness State Health Award. Caddo Middle Magnet was recognized for receiving the State Health Award for the middle school division. This award, a part of the Wings to Wellness School Initiative Program, was presented to Caddo Middle Magnet on October 24, 2012 in Baton Rouge at a State Conference.

SciPort Award/Omega Grant. Ann Fumarolo, CEO of SciPort, presented a \$28,000 check to Ginger Daigle and Natalie Howell, Caddo Middle Magnet School teachers, for an Omega grant that will fund a three-year program to help students develop laboratory skills and encourage them to consider careers in fields that utilize these skills. Cathy Williamson, Caddo Education Coordinator at the SciPort Louisiana Science Center, shared some of the details of what the students will be doing over the three years of the Omega Grant.

Landscaping at Pine Grove, Newton Smith and Northside. Jasmine Green, CPSB District 2 representative, recognized and expressed appreciation to Capital One and Shreveport Green for their generosity in the recent landscaping projects at Pine Grove Elementary, Newton Smith 6th Grade Center, and Northside Elementary School.

Newly Appointed Administrators. Dr. Mary Nash-Robinson recognized the following newly appointed administrators: (1) Dr. Shelia Lockett, interim director, Special Education; (2) Pam Morgan, interim compliance supervisor, SPED; (3) James Outley, principal, Fair Park High School; (4) Michelle Berry, assistant principal, Fair Park High School; and (5) Kasie Mainiero, instructional coordinator, University Elementary.

VISITORS

Jon Glover, employee, shared with the board that she approaches the board as a grandparent and Caddo Parish constituent. She congratulated Oak Park MicroSociety and Claiborne Fundamental Magnet on achieving Blue Ribbon status, expressed appreciation to the leaders for their efforts and questioned if we could clone them and their efforts. Ms. Glover added that it is only these two schools that have been labeled academically unacceptable that have been able to achieve this accomplishment and she doesn't understand why. She said she believes a significant change could be seen in all AU schools if what they are doing is cloned in the others. The easy response to getting these type successful leaders appears to be we need to pay them, because isn't it true that we all get what we pay for. She questioned why so many schools (mainly in the Black community) are failing and nothing is being done about it. She encouraged board members to look closely at why charter schools, private schools, etc. are on the rise – will it promote excellence or do we have the resources to accomplish what they are saying they can do. She added that dividing the school system is not the answer unless it is the Board's decision to project a non-caring attitude about all the children in Caddo Parish. Ms. Glover noted the vision Superintendent Dawkins shared with the community, which vision she believes has not been so good for the inner city schools. A lack of interest in education by the students attending these schools has been the result of merging schools in jeopardy with other schools that mirror the same. There is a realization that not all students have taken on this persona but the majority has, and it is evident by the labeling of these schools as being academically unacceptable. Ms. Glover stated that the focus should be what it will take to make a magnificent change in the education of minority students. She noted that we look to every excuse of why children, specifically minorities, are not gaining ground educationally and we use programs to keep children at a disadvantage, we revel in showing the negatives at every given opportunity in hope that a despondency and tiredness is acquired and ensure that things remain as they are. Ms. Glover said that not really wanting minorities to rise to a level of excellence in education is

harsh, but she believes the evidence speaks for itself. She noted we should look at those schools that are engulfed with failure to find out why it is so and she is hurt by the callousness exhibited relative to the education of the children in Caddo. As a constituent in Caddo Parish, Ms. Glover said she is tired of what is being seen and change is needed. Knowing there are positives in Caddo Parish, she added she believes there are more negatives. She asked the board members to let their conscious be their guide as they look at the betterment for every child in Caddo Parish.

Gladys McKnight, Fair Park Alumni, stated her voice in not moving the Fair Park Alumni office from its present location. She said it is very sad that the Superintendent has charged this association with this, and she does not believe this is right. The Fair Park Alumni has worked very hard for Fair Park and its students and she encouraged the board to make a decision to keep the office where it is currently located and show respect toward the Alumni and Mrs. Bonds.

Joe Huffman, Southern Hills Church of Christ and President of the 1963 Fair Park Class, stated that they are currently working on Fair Park's 1963 Class's 50th Reunion; and he supports not moving the Alumni office, as the Fair Park Alumni has provided many dollars and programs for Fair Park High School and its students.

Chester Kelly, Fair Park Alumni, Class of 1963, stated his support of public education and not moving the Alumni office. Because they do what they do for the children, Mr. Kelly said the Fair Park Alumni Association should be encouraged, appreciated, nourished and supported. He noted the job that Cathy Bonds has done as the Executive Director of the Alumni Association.

Bryan Salvatore, LSUS faculty, shared how closely LSUS works with many of the public school programs; and that when the board of directors (community, citizens, shareholders, etc.) speaks the CEO (Superintendent) should listen. He recognized Mrs. Bonds involvement in the many programs implemented and how Fair Park has been a model for the ASPIRE Program. He encouraged the Board to not move the Alumni office.

Ernestine Coleman, President of Fair Park PTSA, stated she believes in fairness and she is a champion for Civil and Human Rights. She stressed the importance of respect and shared how Mrs. Bonds helped her when she met her approximately five years ago during their efforts to get parents involved. Ms. Coleman said Mrs. Bonds is a viable part of Fair Park and she should be respected and not disrespected. She said there is no reason for the Alumni office to be moved, it is unacceptable and encouraged the Board to allow this office to remain where it is today.

Jackie Lansdale, president of Red River United, shared a copy of an article on the Tangiapoha School District going to Federal court and the judge agreeing with them that Acts 1 and 2 would harm their ability to comply with their desegregation decree. With Caddo also being one of the districts under such an order, she encouraged the board to look at this very closely to see if there is something the Board can bring to the Federal courts as well. She also announced that on Wednesday the lawsuit on Act 2 will be heard in the 19th Judicial District Court. Mrs. Lansdale noted the disappointment in how we arrived at this point by having a Legislature and a Governor that do not appreciate who we are and what we do. With most of the employees being women, and women with children, she believes the Legislature and the Governor have lost sight of this fact, because she doesn't believe they would have implemented a maternity policy that forces a teacher to use all their current and accumulated days before they can use the maternity leave. Her question is what is a teacher to do when they return from maternity leave, and they need to take their baby to the doctor? Do they take unpaid leave? Is it a break in service? With the change in the extended sick leave policy, an employee must have 10 consecutive, catastrophic illness days before leave can go into effect. She shared the experience of one of Caddo's custodians whose husband died and she is not being paid because she only took eight days. Mrs. Lansdale also asked about accommodations for teachers who desire to nurse their babies, something that is recommended by the American Pediatric Association. Being continually told

that children are the District's priority, she asked doesn't the teachers' and employees' time, count also. She encouraged the board to not forget about its charge despite the fact that the Governor and the Legislature have forgotten theirs; and she reminded the board that the Louisiana Revised Statute states that the School Board may by a collective bargaining agreement or by its own policy provide additional compensation or extended leave days in excess of what is required. She requested that the board entertain policies to correct the harm caused by the change in the maternity leave and grant maternity leave without requirement of use of current accumulated leave, allowing the teacher the appropriate time to tend to their child when they return to work, as well as the requirement of 10 continuous days of catastrophic illness before it can be used. Mrs. Lansdale also noted a recent article on historic contracts which could be used for embedded professional development for our teachers.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted the items for the Board's consideration and *Mrs. Bell moved, seconded by Mr. Ramsey to approve the proposed Consent Agenda items as submitted. Vote on the motion carried unanimously.* The following is a summary of the board's action.

Item No. 7

7.01 Purchasing. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Gerlach Meat and Reinhart Food for purchases of Canned and Frozen Food and Fish, Poultry, Eggs, Meat and Specialty; (2) Carefree Janitorial, totaling \$183,472.40; Long's Preferred, totaling \$36,115.85, Reinhart Food, totaling \$10,229.87 and VCC Janitorial totaling \$142,121.70 for purchases of Food Service Paper and Supplies; (3) Unifirst Corporation for the purchase of Uniforms for Maintenance and Transportation; (4) Area Wholesale Tire Co., totaling \$885.00 for the purchase of Truck Tires and Wheels; (5) Central Oil and Supply, totaling \$.42 per gallon for Sale of Used Motor Oil and Antifreeze; and (6) Fruehauf Uniforms, Inc. totaling \$24,999.75 for the purchase of Band Uniforms for Northwood High School. A copy of the bid tabulation sheets are attached and made a part of the permanent record of the November 27, 2012 meeting.

7.02 Agricultural Lease Bid for Walnut Hill Property. NO BIDS RECEIVED.

Item No. 8

8.02 Request to Advertise for Bids for Recreational Lease of Worley Observatory. The board authorized staff to advertise for bids for recreational lease of Worley Observatory as submitted in the mailout.

8.03 Amikids Contract. The board approved the Memorandum of Agreement between CPSB and AmiKids Red River as recommended by staff and submitted in the mailout.

8.04 Resolution Giving Preliminary Approval to the Issuance of General Obligation School Refunding Bonds and Providing for Other Matters in Connection Therewith. The board approved the following resolution giving preliminary approval to the issuance of General Obligation School Refunding Bonds and providing for other matters in connection therewith as recommended by staff and submitted in the mailout.

RESOLUTION

A resolution giving preliminary approval to the issuance of not to exceed Seventeen Million Dollars (\$17,000,000) of General Obligation School Refunding Bonds of Parishwide School District of

Caddo Parish, Louisiana; making application to the State Bond Commission for approval of said Bonds; and providing for other matters in connection therewith.

WHEREAS, pursuant to the provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, Parishwide School District of Caddo Parish, Louisiana (the Issuer) has heretofore issued \$20,000,000 of General Obligation School Bonds, Series 2005 (the Series 2005 Bonds); and

WHEREAS, in order to provide debt service savings to the Issuer, the Issuer desires to refund all or any portion of the Issuers outstanding Series 2005 Bonds pursuant to the provisions of Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority (the Act), through the issuance of its refunding bonds; and

WHEREAS, pursuant to the Act, and subject to the approval of the State Bond Commission, the Issuer desires to accomplish the refunding by authorizing the issuance of not exceeding Seventeen Million Dollars (\$17,000,000) of its General Obligation School Refunding Bonds (the Bonds), to be payable from unlimited ad valorem taxes; and

WHEREAS, the Issuer desires to make formal application to the State Bond Commission for approval of the issuance of the Bonds;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the Governing Authority), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:

SECTION 1. Preliminary Approval of the Bonds. Preliminary approval is given to the issuance of not exceeding Seventeen Million Dollars (\$17,000,000) of General Obligation School Refunding Bonds (the Refunding Bonds), of the Issuer, to be issued for the purpose of refunding all or any portion of the Issuer's outstanding General Obligation School Bonds, Series 2005, and paying the costs of issuance of the Refunding Bonds, said Refunding Bonds to be payable from and secured by unlimited ad valorem taxes now being levied and collected annually in excess of all other taxes on all the property subject to taxation within the territorial limits of the Issuer. The Refunding Bonds shall bear interest at a rate or rates not to exceed four and one-half percent (4.5%) per annum, to be determined by subsequent resolution of this Governing Authority at the time of the sale of the Refunding Bonds, and shall mature no later than March 1, 2030. The Refunding 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, and shall have such additional terms and provisions as may be determined by this Governing Authority.

SECTION 2. Employment. This Governing Authority finds and determines that a real necessity exists for the employment of special counsel in connection with the issuance of the Refunding Bonds, and accordingly, Foley & Judell, LLP, of New Orleans, Louisiana, as Bond Counsel and Jacqueline A. Scott & Associates, APLC, of Bossier City, Louisiana, as Co-Bond Counsel, are hereby employed to do and perform work of a traditional legal nature as bond counsel with respect to the issuance and sale of said Refunding Bonds. Said Bond Counsel and Co-Bond Counsel shall prepare and submit to this Governing Authority for adoption all of the proceedings incidental to the authorization, issuance, sale and delivery of said Refunding Bonds, shall counsel and advise this Governing Authority as to the issuance thereof and shall furnish their opinions covering the legality of the issuance of the Refunding Bonds. The total combined fee of Bond Counsel and Co-Bond Counsel shall be fixed at a sum not exceeding the maximum fee allowed by the Attorney General's fee guidelines for such bond counsel work in connection with the issuance of revenue bonds and based on the amount of said Refunding 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 Refunding Bonds. That pursuant to instructions

from the Superintendent, Bond Counsel shall cause to be prepared an official statement with respect to the sale of the Bonds and the costs of the preparation and printing of said official statement, as approved by the State Bond Commission, shall be paid from the proceeds of the issue for which it has been prepared. Said Official Statement may be submitted to one or more of the nationally recognized bond rating service or services, together with a request that an appropriate rating be assigned. Payment for all ratings shall be made by the Superintendent upon presentation of appropriate statements from the particular rating service furnishing the ratings. 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 Superintendent is hereby empowered and directed to issue vouchers in payment for the work herein provided for upon completion of the work herein specified and under the conditions herein enumerated.

SECTION 3. State Bond Commission. Application is hereby made to the State Bond Commission, Baton Rouge, Louisiana, for approval of the issuance and sale of the Refunding Bonds and for consent and authority to proceed with the issuance and sale of the Refunding Bonds as provided above, and Bond Counsel is directed to make application to the State Bond Commission in accordance with the foregoing on behalf of the Governing Authority.

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 4. Appointment of Investment Banker/Underwriter. Raymond James/Morgan Keegan, of New Orleans, Louisiana (the Underwriter), is hereby appointed as investment banker/underwriter in connection with refunding the Series 2005 Bonds, any compensation to be subsequently approved by the Issuer and to be paid from the proceeds of the Refunding Bonds and contingent upon the issuance of the Refunding Bonds; provided that no compensation shall be due to said investment banker/underwriter unless the Refunding Bonds are sold and delivered.

SECTION 5. Sale of Bonds. The Bonds are hereby authorized to be sold to the Underwriter, and the Superintendent is hereby authorized to execute a Bond Purchase Agreement with the Underwriter, in form and substance satisfactory to Bond Counsel to the School Board, provided the sale of the Bonds produces minimum net present value savings (after payment of all costs) to taxpayers of not less than 3.00% of the principal amount of Series 2005 Bonds being refunded.

8.05 Acceptance of Donation of 6 Basketball Goals for Atkins Elementary from the Cedar Grove CDC. The board approved acceptance of the donation of six basketball goals for Atkins Elementary from the Cedar Grove CDC as requested by staff and submitted in the mailout.

8.06 Resolution Calling for a Tenure Hearing for a Tenured Bus Driver. The board approved the resolution calling for a tenure hearing for a tenured bus driver as submitted by staff in the mailout.

8.07 Out of State Travel (Academic Affairs). The board approved the request for out-of-state travel as recommended by staff and submitted in the mailout.

8.09 Long-Term Use of School Facility. The board approved the long-term use of school facilities as recommended by staff and submitted in the mailout.

8.10 Approval to Advertise Bids to Sell Laurel Street Property at a Minimum of \$300,000. The board authorized bids to sell the Laurel Street Property at a minimum of \$300,000. Vote on the motion carried unanimously.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved the student readmission appeals for D.M. and L.C. as recommended by staff. Parents are in agreement with staff's recommendation.

13.02 Legal Update on Greening v. CPSB, Suit #532,799-C. The board approved the settlement in the Greening v. CPSB, Suit #532,799-C based on staff's recommendation.

PERSONNEL TRANSACTIONS REPORTS

Mr. Rachal moved, seconded by Ms. Trammel, to approve the personnel transactions report as recommended by staff and submitted in the mailout. Ms. Priest asked that someone explain sabbatical medical leaves to her and if the superintendent approves leaves? Mr. Riall explained that the superintendent does approve these requests. Vote on the motion carried.

APPROVAL OF CONFLICT OF INTEREST WAIVER OF MALONE LAW FIRM

Mrs. Bell moved, seconded by Mr. Ramsey, to waive the conflicts of interest on current files held by the Malone Law Firm and not send any new files to the Malone Law Firm. Vote on the motion carried unanimously.

2013-14 CRITICAL CAPITAL PROJECTS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the recommendations for the proposed 2013-14 critical capital projects as recommended by staff and submitted in the mailout. Mr. Ramsey stated that he believes this item was discussed thoroughly at the work session. Miss Green shared her two concerns regarding Northside and Pine Grove and asked if the budget of \$250,000 will cover what needs to be done at these two campuses. If it is not, she would like to put it aside until next year when additional monies can be added to the budget for these projects. Steve White responded that if this should not be enough money based on the new provisions in state law, and the design professional's indication that it will not, then staff would need to come back to the board and amend the budget or postpone the project until more money is available. He also mentioned areas that could be a problem; however, he does believe that this project can be done within the budgeted amount. Miss Green shared pictures with the board on the projects she is referencing and asked Mr. White if he talked with the principals? Mr. White responded that he talked to Mrs. Henderson relative to the drainage problems and it has been some time ago that he talked to Northside regarding the paving. Miss Green asked the superintendent to contact these principals and talk to them on these issues. Dr. Dawkins explained that he and staff will review all the projects being proposed.

Mrs. Crawley asked if it is correct that principals used to submit requests, but have not in the last two years? Mr. White stated that is incorrect, because principals were asked to provide their top three (3) recommendations and one to two schools did not respond. Mrs. Crawley noted she did remember seeing the paperwork; however, she wanted it brought to the board's attention again.

Ms. Trammel stated that if there is a school that doesn't believe the budget is large enough to do what is needed at the school, then she would like to ask if any board member would be interested in donating monies designated for their schools to schools in other districts.

Mr. Rachal reiterated his issue that \$4 million was added; and while he understands the need, he doesn't understand the urgency in which it became a priority. Voting against the \$4 million at that time, he did so because he doesn't understand the priorities of the list and noted the struggles

at University Elementary because of being overcrowded. The need for another school has not changed in Southeast Shreveport and he asked Mr. Lee what millage is collected and deposited in the capital projects account. Mr. Lee responded that while he didn't have the number, it generates approximately \$17 or \$18 million annually. Mr. Rachal said having the millages would help him. He also stated that with Southeast Shreveport growing as it has, over 7,000 homes have been built, and with the property taxes paid by those homeowners, a needed school has yet to be built. Mr. Rachal said his issue is how this has been prioritized, where the funds are being collected and where the funds are being spent. He stated there is enough student population in Southeast Shreveport to build two new elementary schools, a middle school, and almost a high school. He reminded the board that the only school considered a neighborhood school in Southeast Shreveport is University Elementary. He reiterated that he understands the need for the capital projects listed; however, he knows there is a need in Southeast Caddo Parish and would appreciate the superintendent's and board's support to address this need. He asked approximately seven years ago if funds could be set aside to do this; and at this time, we are still in the same place. He also asked that the superintendent look into the possibility of getting a school in Southeast Shreveport. Mr. Lee, in response to Mr. Rachal's question about the millages, responded that it is approximately 12 millages. Superintendent Dawkins stated that the staff is well aware of the need for a school in Southeast Shreveport; and in the original plan of \$130-\$140 million, plans for two schools were included, but the board did not support it. He further added that staff can look at the proposed plan and determine if this plan will address the needs in Southeast Shreveport.

In listening to the comments, Ms. Priest listed each one of the documents submitted to the board relative to the specific capital project requests received from the school principals, listing the principal's top three requests and how priorities were reached. She said she believes it to be in the board's best interest to move forward with the list submitted by staff as it is the principals on the campus that best know what the campus needs.

Mr. Hooks stated that while serving as principal over 15 years, each year he was asked to provide his top three capital projects. His top priority each year was a parking lot; however he has been retired for five years and there is still no parking lot. He said this is a safety issue and he remembers someone from staff visiting the campus and sharing what could be done. Mr. White stated that he remembers when assessing this situation, there were adequate parking spaces (in the south parking lot) based on the number of students. With the influx of additional students and thus additional teachers, Mr. White said they are not only filling the south parking lot, but they are spilling over into a temporary parking lot, which has moved this project up on the priority list, and it was the school's second priority. Mr. Hooks said he was told that the construction would be done that week. Dr. Dawkins responded that while he is not aware of that, the staff does believe it to be a priority and the new principal at CMCT has submitted this as a priority. Mr. Hooks said he agrees with Board member Priest and what is the use in asking the principal for their priorities and nothing is ever done, and he believes the list is just black and white words on a piece of paper. Superintendent Dawkins stated that he is not aware of what happened in the past, but staff is committed to complete the job.

Mrs. Bell stated that she has visited University and did not see any outhouses like Walnut Hill uses, along with rows and rows of temporary buildings. Believing Mr. Hardison capped the enrollment number at 1,800, he still has a waiting list of 200-300 children, so there is a desire and need for a school in this area (Greenwood, ECE – 5th grade). When looking for dollars to address a school in Southeast Shreveport, she asked the Superintendent to look for dollars to build a school in Greenwood. She also referenced the cafetorium at Oak Park and when Oak Park celebrated receiving the Blue Ribbon Award, there was not ample space to accommodate the parents and others who wished to participate in the celebration. Superintendent Dawkins added that \$130 million totals what everyone wants; however, there is only a small pool of funds allotted annually to accomplish these projects each year, which means not everyone will be

happy every year. Mrs. Bell reminded board members that some voted against taking a bond issue to the voters for these much needed projects, including a salary increase for the teachers.

Mrs. Armstrong moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate carried with Barry Rachal and Jasmine Green opposed. Vote on the main motion carried with Board members Hooks and Rachal opposed.

SUPERINTENDENT'S REPORT

Detailed Report on Ombudsman Program. Dr. Dawkins reported that the first semester will end on December 21st and staff will bring a full report after that time. Regarding the concern that there may not be enough teachers based on the number of students, he shared again the previous information sent to the board responding to this request. Dr. Dawkins also addressed the concerns expressed relative to the process for getting overage students into the Ombudsman Program and staff continues to address the process for this part of the alternative program. Meetings with principals will take place next week.

Updated Budget Changes. Dr. Dawkins reported there have not been any budget revisions and noted information sent to the board on the movement of one staff member. He also reported that in December he will bring a revised Organizational Chart.

ANNOUNCEMENTS AND REQUESTS

Mr. Riall asked board members to return the Superintendent's Evaluation to him by December 4.

Miss Green clarified her understanding that principals submitted their top three priorities, but she is saying that when it comes down to the design, she is asking that the superintendent get with the principals because some time the designers do not understand the full scope of the project. The superintendent stated that the principals are included in the process. She also asked if the Superintendent's Evaluation is mandatory, and Mr. Riall explained that the board members are expected to do an evaluation as the Superintendent's employer.

Mrs. Crawford announced she has letters for businesses if board members wish to pick them up and distribute to businesses regarding providing raincoats for students.

Mrs. Crawley referenced comments and questions during the meeting and asked that the following items be added to the Superintendent's Report: (1) review and revise the need for maternity leave, (2) review and revise the 10-day catastrophic illness; and (3) review and revise a plan to accommodate the need for nursing mothers.

Ms. Priest announced that as a member of the SciPort board, she had the opportunity on November 17th to spend the day with the students from several parishes and observe the Robotics Competition. She asked that the students from the two Caddo schools (CMCTC and Donnie Bickham) be recognized at a board meeting. She also recognized the efforts of the Ridgewood Science teacher who was instrumental in this competition.

Mrs. Bell announced that their annual "Party with a Purpose" will be held on December 7th and those attending are asked to bring an educational toy for the homeless students in Caddo Parish. Those who cannot attend and wish to donate an educational toy may leave those in the Superintendent's office.

Mr. Pierson expressed his appreciation to everyone for kindness expressed during his recent surgery and in the loss of his son.

Ms. Trammel also expressed appreciation for everyone's kindness expressed during her recent surgery.

Mr. Hooks expressed appreciation for the many acts of kindness expressed to their family during the loss of his father-in-law earlier in the month.

EXECUTIVE SESSION

Ms. Priest moved, seconded by Mrs. Bell, to go into executive session for the purpose of hearing a legal update on Burnes v. CPSB, No. 531360, First JDC Caddo Parish. Vote on the motion carried and the board went into executive session at approximately 6:30 p.m. The board reconvened in open session at approximately 6:51 p.m.

Adjournment. *Ms. Priest moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:52 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

December 4, 2012

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 4, 2012 with President Steve Riall presiding and Dottie Bell and Larry Ramsey present being a quorum. Other school board members present were Jasmine Green, Carl Pierson, Charlotte Crawley, Mary Trammel, Lillian Priest, and Barry Rachal. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams, staff and other visitors. Mr. Pierson led the invocation and Pledge of Allegiance. President Riall announced that Board members Hooks and Crawford are out due to illness, and Mrs. Armstrong is out of town.

PRESENTATIONS

Technology Update. Superintendent Dawkins stated that over the last two or three years staff has shared with the board the fast approaching Common Core Curriculum that the State of Louisiana is heavily invested in. Also over the last two or three years, he has shared in the Vision 2020 plan the District's obvious need to upgrade its technology, because while we've achieved some of our operational and instructional goals in that regard, we still have work to do.

Dr. Dawkins announced that today staff will present a pilot plan to encourage and advance student use of technology and related digital resources that will boost learning and ultimately increase student achievement. Additionally, this initiative will inform our processes and allow us to explore how to achieve PARCC readiness by Spring 2014.

He prefaced the presentation with the following assumptions:

1. This technology initiative will cause more students to engage in school work resulting in higher academic achievement.
2. Hardcover textbooks will soon become extinct.
3. I'm planning to redirect funding from all budget categories to fund this technological initiative.
4. Staff training will be needed to maximize our abilities to use technology.
5. Access for all students must be achieved.

Antionette Turner, chief academic officer, shared with the board that with the Common Core Assessments just around the corner, students need critical, digital literacy and 21st Century skills for taking the online assessments. Mrs. Turner stated that staff has shared with the board the Common Core Standards (the Blueprint of what our students are expected to learn), as well as the importance of rigor and relevance for real world application. She said we can develop students that are not only knowledgeable, but skilled as well as literate in order to be better prepared for careers in their future world. In talking about English Language Arts standards, Mrs. Turner stated that the board will see the technology that students will need to be able to use, including the Internet and interacting and collaborating with other students both locally and abroad. Mrs. Turner also stated that when talking about college and career readiness, it's this that will be the standard for the K-12 standards so students will learn the skills they need through technology and multi-media. Louisiana is one of 24 states participating in the PARCC assessment, and beginning in 2014-15, all students in grades 3-12 will be assessed. She also noted the critical point that all these assessments will be done utilizing electronic devices and the District is responsible for providing the necessary technology.

Sharon Golett, director of information technology, explained that to handle the assessments on the Common Core Curriculum, the assessment requires technology. She further explained that beginning in April, the State began collecting data to assess how ready the districts are technology wise for handling taking assessments on electronic devices. When this was done last June, many did not understand and began working for volume discount for computers and hopefully tablets. The Readiness group reported that three Caddo schools are PARCC ready in terms of technology; and based on the numbers, it is reported that she believes they are three of Caddo's low enrollment schools. She also announced that the PARCC Readiness Study indicates that Caddo will possibly need 2800-2900 devices upgraded or replaced to meet the

requirements, hoping that the iPad or tablet will meet the requirement needs for the devices for use during the PARCC assessments.

Reginald Dodd addressed infusing technology and that what works best is when technology is infused in what teachers and students do everyday. Mr. Dodd reported that plans are to pilot some technology at various schools on each level (elementary, middle and high schools). He said the pilots will also include particular technology resources, i.e. web-based curriculum aligned with the Common Core, use of students' Smart phones in the classroom, use of eTextbooks, etc.

Dr. Lockett, interim director of special education, stated that in an effort to support pilots, staff is also looking at autism students and where this technology will grant new and amazing opportunities to foster and enhance communication between students, parents, teachers and the community, independent skills and developmental growth. She also stated that the iPads will give those without a voice a chance to be heard and new opportunities for students to learn.

Dr. Dawkins stated results of the pilot will be to drive the revision of the District's technology plan and determine purchases that will be made in the school district for PARCC Readiness, instructional needs and Common Core requirements. He also stated that we currently spend approximately \$2 million plus textbooks, and an additional \$3 million for supplemental resources and materials; and we will now fundamentally rethink the process and how to align instructional resources to meet instructional needs in a more digital world because beginning in Spring of 2014 all assessments will be done electronically (35,000 over a 15-day window in Caddo).

Mr. Dodd, Ms. Golett, and Instructional Technology Specialists Christine Gremillion, Cheryl Anderson, Dora Honore and Luna Martin demonstrated programs that will be implemented in the pilot in an effort to maximize student engagement throughout the day and the resources available for use. Elementary schools participating in the pilot will be North Highlands, Caddo Heights, Shreve Island, Eden Gardens, Judson, and Mooretown Elementary Schools. Additionally, they will pilot some apps in autistic classes at North Highlands. Middle schools participating in the pilot will be Ridgewood, Donnie Bickham and Caddo Middle Career & Technology; and high schools participating in the Bring Your Own Device (BYOD) pilot and SMART training will include Booker T. Washington, Southwood, Northwood and Huntington (autistic classes).

Mr. Dodd stated that when it comes to technology, the children are digital natives as they have grown up with a multi-media rich environment and interaction. He also demonstrated music and art apps, i.e. piano, on the iPad and how the students will work with music (play an instrument, music theory, create art and save it – all in line with the Core Curriculum standards). Mr. Dodd reminded the board that the PARCC assessment will require every child to take an exam on some type of computer or tablet and the District is doing everything possible to get our students ready to participate in these assessments. Professional development will also be continued throughout the pilot.

Superintendent Dawkins concluded by stating we cannot afford to wait any longer and presented a very aggressive timeline for the pilot which will help determine what needs to be done over the next two years. He said it is critical to move forward if we want to give our students the instructional resources they have never had, as well as comply with the state requirement of testing our students. Along with this will also be the need for additional bandwidth, infrastructure needs, etc. to provide the instructional resources. Dr. Dawkins reported that in December additional professional development will begin as well as a review of needed revisions to CPSB policies governing electronic devices, since students are now suspended for having electronic devices on the school campuses and they will actually be using their own devices in the Bring Your Own Device (BYOD) pilot. He reported that the pilots will be implemented in January to insure that these schools are PARCC ready by the end of the school year and provide guidance for what it will take to get the remainder of Caddo's schools ready.

Mrs. Turner further explained that as part of the evaluation process, the District is currently assessing all students at various levels using a number of instruments and staff will compare how the students in the pilots utilizing technology will be able to effect student achievement versus those students not using the technology. Relative to evaluation, Mrs. Turner reported that staff will compare achievement of students in the pilots to determine the level of engagement with the

use of technology and other resources, will look at how to use technology to increase student achievement and engage students more, and will determine PARCC readiness and if technology helped enhance the instruction for the autistic students.

Superintendent Dawkins added that we will determine how to replicate these pilots in other schools beginning next school year, as well as identify funding sources once it is determined how PARCC ready Caddo's schools are. While it doesn't cost anything to implement BYOD, there will be some expenses to make certain all our schools are PARCC ready and this will be determined with implementation of the pilot followed by an evaluation of the pilot and development of a two-year plan.

Mr. Lee explained that in looking at the cost of the pilot program, staff looked at various areas where contributions can be made; and for what is needed and not contributed, Mr. Dodd has determined the equipment needs for the pilot at a cost of approximately \$100,000.

Mr. Rachal asked for clarification on the cost breakdown, which Mr. Lee explained. He also asked if it is not possible to get a better discount on these iPads, as he understands Apple is a major supporter of public education? Dr. Dawkins reported the State is attempting to negotiate a bulk rate discount. Mr. Rachal encouraged someone to negotiate this, because he believes you will not get a discount if you don't ask and you should keep asking until you get it. He also asked if we will need additional services when we purchase them, and staff said we would not.

Mr. Ramsey stated his understanding of the Bring Your Own Device concept and the Cloud arrangement; but asked if we are addressing our bandwidth for our Enterprise arrangement and backbone network for testing. Sharon Golett announced that an RFP has been released for the District's bandwidth for student internet and the District's Wan and we will be able to double the Enterprise Internet for the same cost of \$500 and use the savings to fund the Student Internet access. Mr. Ramsey inquired about adjustments at the end point? Sharon Golett responded that fiscal devices will increase to 10g and we will have the ability to expand.

Ms. Trammel asked if it is possible to use other tablets? Ms. Golett responded that staff has used other tablets in general; however staff has focused on iPads because of the number of free educational apps that can be used throughout the year in a teaching and learning environment.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE DECEMBER 18, 2012 CPSB MEETING

Superintendent Dawkins announced that the deadline for the compensation schedules required by the State Department is now April 1, 2013 rather than January 1, 2013. Dr. Dawkins also reported that an update on property tax renewals will be added to the January agenda to address for a May election.

Bids. Mr. Rachal asked staff to explain Prop 5, and Mr. Lee explained it is one of the tax issues specifically for technology and from the beginning has been referred to as Prop 5. Mr. Rachal asked staff how much money is in this annually for technology, and Mr. Lee said approximately \$2 million. Mr. Rachal asked if we are spending it all, and Ms. Golett explained that it is spent and we receive a 75% discount on eRate and we pay the other 25%. With the additional Prop 5 money, Sysco Gear is purchased as well as taking care of firewall services, filtering, D and S Services, and other services that support the District's Internet and connectivity. Mr. Rachal asked if the cost is approximately \$10,000 per site and Ms. Golett answered that the cost is approximately \$60,000 a month and 75% is eRate. Mr. Rachal asked if she is saying that 75% of the \$750,000 is paid through eRate Federal funding and the District pays the rest--that we need to charge the technology fund the total \$750,000, but it is actually only 25% of that amount. Ms. Golett said that is correct. Mr. Rachal requested if there are additional numbers, he would like to receive this information. Mr. Rachal also asked staff to provide the Board with a copy of the technology budget, the expected expenditures for this current budget, and the remaining balance.

OTHER ACTION ITEMS

Approval of Job Descriptions. Dr. Dawkins announced there are two positions presented for the board's consideration: (1) Chief Financial Officer and (2) Chief of Staff. Mrs. Crawley

asked if staff has determined how this will impact the budget. Dr. Dawkins stated that at this point it is not believed there will be an impact on the budget.

Educational Goals. Dr. Dawkins stated that the State has established educational goals for all school districts and Caddo is working with a Network Team, collection of educators assigned to this portion of the state, and based on the State's goals, staff has developed some corresponding goals for the academic achievement of students in Caddo Parish. Mrs. Turner reviewed the State established educational goals as referenced by State Superintendent White's visit to the District. The eight areas include (1) importance of students being Kindergarten ready, (2) assessment of where the State is currently, (3) actual goals set by the State for all districts, (4) the year in which it is hoped that the goal is achieved; (5) students arriving at 4th grade on time and on level, and specifically passing the state assessment both in ELA and Math, (6) arriving at the 9th grade on time and on level, (7) students on track for college in the 11th grade based on their ACT scores; and (8) students enrolling in college or joining workforce. In terms of the current goal for the State, Mrs. Turner reported that staff will work to make certain the District is in alignment with the State's 70%, 60%, 50%, 40%, etc. goals and focus on those items that will allow increased student achievement in our District at every level. She further stated that there is a focus on what has been done in the pre kindergarten program and how critical it is to make certain students enter Kindergarten ready. Mrs. Turner also reported that when meeting with the State's Network Team, Caddo was asked to prioritize in our eight goals what we thought would get us the most bang for the buck and really make a difference in our SP Scores as well as increase student achievement. Goals prioritized by staff included (1) students arriving in the 4th grade on time and on level (focus on literacy and the importance of learning to read), (2) students arriving to 9th grade on time and on level (because when students begin 9th grade on time, they have a better chance of graduating and moving to college or being workforce ready), and (3) students graduating on time.

When asked if these are students entering before we ever have this in place, will the State begin to fund preschools or will the District do so? Dr. Dawkins said the State has indicated additional involvement in preschools; and as a result, it will be necessary to combine efforts. In the real world, if they are aligned with the Common Core, they will be ready to learn at a higher rate when they enter Kindergarten. Mrs. Crawley asked if this is all the students or only the students we currently have enrolled? Dr. Dawkins said we will be measured on all, so we will wait for direction from the State in terms of how it will be lined up since we are required to have goals in place.

Mrs. Turner also noted that staff has been aggressive in trying to move forward with our goals and the expectations, having put a number of things in place, i.e. response intervention, providing additional on-line courses, working with high school counselors information for assessing students as part of pre-testing by honing in on skills for students to be successful on the ACT and prepared for the workforce or for college.

Ms. Priest stated that in looking at the starred areas, it is evident that students entering Kindergarten ready is a key component and a great resource would be Head Start. In the most recent year, professional development and inservices were put into place providing excellent opportunities to foster and enhance Kindergarten readiness. Because children in all the Head Start Centers will become Caddo Parish School students, she believes it behooves us to bring this group to the table in these discussions. Ms. Priest asked that staff provide the board additional information before 2013 so the board can become more involved in the instructional side, and be able to share information with the public on what we are currently doing and what the District is putting into place.

Mr. Ramsey stated that as the cohorts change, the focus is more on improving the number of students from Basic to a more proficient category and he would like to see additional detailed data for accomplishing this.

Professional Designers for 2013-14 Projects. Ms. Priest asked staff to provide more specific details as to selecting professional designers for the projects, and if we are insuring diversity in those companies doing business with Caddo Parish Public Schools. She asked if this information could be shared with the board in the form of a matrix.

Mr. Riall asked for clarification on the process ? Mr. White explained that staff first received approval of the projects in order to know what type designers need to be recommended to the board. The second aspect is advertising in the Official Journal and those interested have until December 7th to reply. At that time, staff will put together a matrix on all the designers with a recommendation for the board's consideration.

ADDITIONS

\$100 M&S for Teachers. Dr. Dawkins stated for clarification that there were no plans to give another \$100. Mrs. Crawley explained that she is bringing it for the Board's consideration since it was reduced to \$100 at the beginning of the school year with the possibility of giving the teachers the second \$100 the second half of the school year.

Accommodations for Nursing Mothers. Ms. Trammel asked for clarification on providing accommodations for nursing mothers. Mrs. Crawley stated that mothers returning to work from maternity leave and are nursing their newborns have a need for a private location to pump and store their milk. If a school does not have any new mothers they do not have to have space, but principals need to be aware if such a location is needed, and they need to provide the time and space to do so and not in the restroom or in a teachers' lounge where other teachers are coming and going. Ms. Trammel stated she understands mothers nursing their babies; however, she asked where would such a location be? Mrs. Crawley said each school would be required to come up with such a space. Ms. Trammel asked how many new mothers do we have at each location, and Mrs. Crawley responded that it doesn't matter, but if there is a need, the accommodation will be provided.

Mrs. Bell asked if this is being added for a board vote at the next meeting, she would like to receive some additional information. While she understands, she doesn't see many employees wanting to nurse their babies and requiring a private area at the school. Mrs. Crawley said you would not want to do this in a bathroom because they are nasty, and it doesn't matter if there is only one person, it is something that needs to be provided if there is a need. She added she is not asking someone to set aside space if it is not needed, but as needed, a private space/area will be provided. Mrs. Bell asked if this will be mandatory for each school; and Mrs. Crawley clarified that her motion will be space will be made available when needed.

Mr. Ramsey asked Mr. Abrams if this is an issue where the Board is directing and allocating space in a school? Mr. Abrams responded the Board can suggest that space be allocated, but the Board directing where that space is allocated would be a problem, as that should be at the principal's discretion. Mr. Abrams said it appears the Board is saying this space must be made available for expressing milk; and whether or not the space is used all the time, it would need to be available.

Ms. Priest asked about the "reasonable break time to express milk", and are we saying we will allocate time for a break for this purpose? She asked if the mother must express milk at a certain time, will the employee have to be given that time to do so? Mrs. Crawley, because she bought a pump for her goat, said it is done within a timeframe, and there may be a 15-minute recess during which time it could be done; but if the mother needs longer, the principal needs to allow the needed time. She added it is her belief that the principal and the employee can work this out.

Ms. Trammel asked if the principals find a place that can be sanitary for as long as the mother is expressing milk, what happens to the space when the mother is no longer expressing milk? Mrs. Crawley said it is not a big deal, but she doesn't believe the bathroom or the teachers' lounge is appropriate.

Mr. Abrams asked for clarification why this has to be done during the school day? Mrs. Crawley said that a mother cannot go that many hours without doing so. Mr. Abrams asked what are the mothers currently doing if they have a need to express milk during the school day? Mrs. Crawley responded they may be locking their classroom door or finding the best possible place.

Mr. Pierson stated while the principal may have to identify space, where is the milk kept once it has been expressed? Mrs. Crawley responded on an ice pack. Mr. Pierson said if the nursing mothers are currently expressing milk, he wants to understand is this item to provide them a better place? Mrs. Crawley said she believes this shows the Board's support of babies' health.

Mr. Pierson asked how long does this continue, and Mrs. Crawley said possibly a year. Mr. Riall stated he believes there is too much conversation between Board members and asked that questions be directed to the Superintendent or the Board Attorney.

Mrs. Bell asked that the staff conduct a survey to determine what others, i.e. City of Shreveport, Sci-Port, Parish Commission, do, as well as survey the employees before the Board votes on this. Superintendent Dawkins stated that he received the information from Mrs. Crawley this evening and the staff will look at other districts and government entities and bring something to the Board.

Mr. Rachal said he believes this is a health issue and asked if we had an employee with an injury whose bandage needed changing twice a day, do we not do what is needed to accommodate this employee? He said accommodating a teacher or employee for a given length of time for this purpose seems to him to be something that can be worked out at the school.

Mrs. Crawley said in doing a survey, the difference in a large company might be that the person has a private office.

Mr. Ramsey noted good points made by Board members; and finding it hard to believe that the principals are not cooperating with the employees in this issue, he asked the Superintendent if he is aware of a problem. Dr. Dawkins said there has not been a report of any problem. Mr. Ramsey said he believes if there are problems, i.e. principal not cooperating, they should be brought to the Superintendent. He does not believe this to be something addressed at the Board level.

Miss Green stated she doesn't believe this should be a problem and if so, the principal and the superintendent should work on this issue. She said it looks like to her that some adjustments only need to be made at the principal level.

Ms. Priest asked if Mrs. Crawley is bringing this item for the Board's decision in December, and Mrs. Crawley responded that is correct.

Superintendent's Evaluation. President Riall added the Superintendent's Evaluation under Executive Session and reminded Board members if they have not turned in evaluations, to please get them to him.

CONSENT AGENDA

President Riall announced that the following items are the consent agenda: 8.01-8.03, and 8.05. *Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the December 18, 2012 CPSB meeting as submitted. Vote on the motion carried.*

POLL AUDIENCE

Fredricka Vercher, student at Fair Park High School, addressed the Board on the decision to move the Fair Park Alumni Office from the front of the building. Miss Vercher stated she believes it is unfair, because Mrs. Bonds was instrumental in informing her about the programs at Fair Park as well as keeping her up to date on what is going on at school. She encouraged the Board to consider moving Mrs. Bonds back to her old office.

Mrs. C. Vercher, parent, shared with the Board when attempting to get her children in school, Mrs. Bonds was very helpful and she also keeps her current on what is going on in the school.

Kevin Fortson, on behalf of the Fair Park Alumni Association, spoke in support of Mrs. Cathy Bonds and the support of Fair Park by the Alumni Association. Mr. Fortson stated that on Monday, he was bombarded by calls requesting support for moving Mrs. Bonds back into the 8 x 8 closet her office was located in. Over the years, this is the location for the Alumni Office and it was very beneficial and recognizable. Mr. Fortson stated that he met with Mr. Outley and he also met with the superintendent at which time Mr. Outley advised him that he needed this space for a discipline area. Mr. Fortson said he believes the discipline issues should not be addressed in the main front corridor and that Mrs. Bonds needs to be receiving students in a more visible location. He stated that the Alumni Association brings positive things to the Fair Park campus

and everyone that comes on the campus needs to have direct easy access to the Alumni office. He encouraged the Board to move the Alumni Office back to its original location.

Brenda O'Brock stated that she enjoyed watching the presentation on technology and hearing that the United Nations may take over the Internet, asked if that happened is the technology safe from childhood predators, etc.? Ms. O'Brock also stated she is a 1971 alumni of Fair Park and believes that as much a friend that Cathy Bonds is to the community and our students, the Board should be interested in placing her office so it is convenient and can do the best job for the students. Ms. O'Brock also noted that having a room for nursing mothers would be excellent; but if not, she believes it is an issue to be addressed by the employee and the principal.

Jackie Lansdale, president of Red River United, noted that when asking the staff to conduct surveys, under the Affordable Care Act it is law that a District must provide this. Because Caddo is a public entity, it is not specific to us and is why she asks the CPSB to look at this. She also noted the many great policies Caddo has that other districts do not and she believes this is what sets Caddo apart. Mrs. Lansdale stated that she would like to believe that at some point this would be elevated to the point it will not make the Board uncomfortable in discussing this topic and would recognize what the Surgeon General and American Pediatric Society have said and promote these activities for Caddo's young teachers and their children. She also shared that the Mayor of New York has become involved and is prohibiting hospitals from giving out formula and encouraging mothers to nurse. She stated this is an issue because two mothers came to her regarding this matter when the principal told her she needed to put her baby on the bottle, which someone should not be telling a young mother what to do with their child. Regarding technology, she encouraged the Board to not get one thing in front of the other because it is important to have a staff that knows how to use and integrate technology into the lesson so the emphasis first needs to be on professional development. Also, Mrs. Lansdale said that being kindergarten ready means we need to make sure we have pre kindergarten for every child.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:54 p.m.*

December 18, 2012

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 18, 2012 with President Steve Riall presiding and board members Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell present being a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawford was out of town. Mr. Pierson led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 27, 2012 AND DECEMBER 4, 2012 CPSB MEETINGS

Mrs. Trammel moved, seconded by Ms. Priest, to approve the minutes of the November 27, 2012 and December 4, 2012 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Walnut Hill Choir. The Walnut Hill choir, led by Mrs. Michelle Deslattes, shared Christmas selections with the CPSB and audience.

Victor Mainiero, director of communications, on behalf of the board and staff, recognized the following students and staff members. President Riall and Superintendent Dawkins greeted each one and presented them with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

We Care Essay Contest. Bob Griffin and Tom Watts, Community Renewal, recognized recent Caddo winners in the We Care Essay contest on why and how they care for their families, schools and communities. Third Place winners: Lauraleigh Lawrence, 5th grade, Eden Gardens; Kameron Smith, 6th grade, Herndon Magnet; and Rachel Patteson, 12th grade, Northwood. Second Place winners are Onya Jackson, 3rd grade, Claiborne; Janae Richardson, 7th grade, Walnut Hill; and Chandler Williams, 10th grade, C. E. Byrd. First Place winners are Clarissa Henriques, 2nd grade, University; Breanna Gipson, 8th grade, Donnie Bickham; and Callie Graham, 12th grade, C. E. Byrd. Ouachita Independent Bank sponsored the We Care contest.

Louisiana State Fair Baton, Danceline & Cheer Team Competition. Mr. Mainiero announced that there were over 162 entries this year in the State Fair of Louisiana Baton, Danceline & Cheer Team Competition. Dr. Barzanna White, Caddo District Psychologist, is responsible for coordinating the competition yearly. The following students from 17 schools brought home a total of 35 awards: **Middle Schools** - Vivian Magnet Spirit Steppers (2nd Place, Small Pom and 1st Place, Small Lyrical); Caddo Middle Magnet Starline (3rd Place, Medium Pom, 1st Place, Medium Hip Hop, and 1st Place, Medium High Kick); Donnie Bickham Patriot Belles (2nd Place, Medium Pom, 1st Place, Medium Military, 1st Place, Small Pom, 1st Place, Medium Cheerleaders, 1st Place, Small Hip Hop, 1st Place Small Prop, and 1st Place, Small High Kick); Herndon High Steppers (1st Place, Large Hip Hop, Pom, High Kick and Military and Overall Grand Champion Award); Oil City Tigerettes (4th Place, Medium Pom, 2nd Place, Medium High Kick and Large Pom, and 1st Place, Medium Lyrical); Walnut Hill Cheerleaders (2nd Place, Medium Cheerleaders, 1st Place in Medium Cheerleaders Hip Hop and Small Cheerleaders); Walnut Hill Golden Hornets Dance Line (2nd Place, Small Hip Hop); and Youree Drive Spartan Line (2nd Place, Medium Military and 1st Place Medium Pom). **High Schools** - Booker T. Washington Cheerleaders (1st Place in Medium Cheerleaders Hip Hop and Medium Cheerleaders); C. E. Byrd High Steppers (2nd Place in Medium Hip Hop and 1st Place in Medium High Kick, Jazz and Novelty); Captain Shreve Gator High Line (3rd Place in Medium Jazz and Hip Hop and 2nd Place in Medium Pom); Green Oaks Danceline (1st Place in Small Modern);

Northwood Falcon Line (1st Place in Large Pom, High Kick and Military and Overall Grand Champions); and Woodlawn Redline (1st Place Small Hip Hop). **Elementary Schools** - Creswell Elementary Mustang Cheerleaders (2nd Place in Medium Cheer and Medium Hip Hop); Blanchard Elementary Cheerleaders (1st Place in Medium Cheer, Medium High Kick and Medium Show Production); Fairfield Golden Girls (1st Place, Small Hip Hop); and Southern Hills Vikes (1st Place in Medium High Kick, Jazz and Hip Hop).

Oratory Contest Winner. Shelby Payne, Captain Shreve, was recognized for placing first in the Oratory Contest at the Southern Association of Student Councils Conference in Orlando, Florida. She competed against contestants in 15 states and her speech was “Be the Change.”

Southwood Robotics Team Places Second in Regional Robotics Circuit Competition.

Members of the Southwood Robotics Team (Galen Bias, Matt Moore and Lucas Parmer) were recognized for placing second in the Regional Robotics Circuit Competition which focused on science, technology, engineering and mathematics (STEM fundamentals). The teams received points based on their performance in various challenges and were ranked accordingly.

Caddo Instructional Technologist. Christina Gremillion, Caddo Instructional Technologist, was recognized as one of 20 people from around the world accepted to attend the APPLE Academy in California.

Outstanding Math Teacher Award. Eunhee Choi, Math teacher at Woodlawn, was recognized for being selected as a finalist for the 2012 LATM Outstanding New Mathematics Teacher Award. Ms. Choi was Caddo’s High School Teacher of the Year.

Six Schools on the 2012 NCEA Higher Performing Schools List. The following Caddo schools were recognized by NCEA (National Center for Educational Achievement) for (1) consistent improvement in student achievement from the previous year; and (2) absolute student achievement using the schools’ Advanced Achievement Level on the 2010-2012 iLEAP for Grades, 3, 5, 6, and 7 and the Grade 4 Leap Test: Claiborne Fundamental, Eden Gardens Fundamental, Judson Fundamental, Oak Park MicroSociety, South Highlands Magnet and Caddo Middle Magnet.

Twelve Caddo Schools Show Top Gains for 2011-2012. The following schools were recognized for improving their School Performance Score by or beyond a pre-determined growth goal for 2011-12. Caddo Parish Middle Magnet, Captain Shreve High, Cherokee Park Elementary, Claiborne Fundamental, Eden Gardens Fundamental, Herndon Magnet, Judson Fundamental, Midway Professional Development, Northside Elementary, Pine Grove Elementary, Southwood High and A. C. Steere Elementary. Each school will receive \$8,453.00 from the Department of Education for educational purposes within the school.

Presentation by National Sorority of Phi Delta Kappa, Inc., Beta Alpha Chapter of Shreveport. Cathleen Johnson, president of the National Sorority of Phi Delta Kappa, Inc., Beta Alpha Chapter of Shreveport, and Board Member Dottie Bell presented a special monetary gift to their adopted school Newton Smith and to the two Blue Ribbon Schools, Oak Park and Claiborne, in recognition of a job well done.

Presentation to Homeless Department. Levada Palm and Board Member Dottie Bell made a special presentation to Pittre Walker and the Homeless Department in their annual effort to make sure that at least four students at each elementary school received something for Christmas. Mrs. Bell added there remain 40 children that will not receive anything for Christmas and urged anyone who might be interested in participating to drop off a gift or monetary donation to Ms. Walker in the Homeless Department.

Mr. Mainiero also announced that if anyone is aware of a student's need for a coat to please contact one of the school counselors as Porters Cleaners will provide coats for them.

VISITORS

Daryl Roberson, president of the Caddo Association of Educators, first wished everyone a Merry Christmas and Happy New Year; and he expressed appreciation to the board for its support of the children and employees of the district, including adjusting the schedule so employees received the \$500 additional check during Thanksgiving. Regarding financial matters, Mr. Roberson reminded everyone that the Legislature has frozen the local school district salary schedules to the 2011-12 levels and that as these schedules are addressed to remember the times are filled with increasing costs in numerous areas, college tuitions have increased making it difficult for those who might be interested in pursuing an educational vocation, and increased healthcare costs will be reflected in the March payroll. He encouraged the Board and staff as they look at the salary schedules to formulate a schedule that will help the teachers and employees keep their present salary level and not diminish it.

Jackie Lansdale, president of Red River United, shared her connection with one of the students at Sandy Hooks Elementary School and the teachers who gave their lives to protect these students. As she was reminded at a news conference held on this date, Mrs. Lansdale noted it is everyone's job to protect our children; and she encouraged everyone to honor the students and educators that lost their lives in Connecticut by admitting that they made a difference, representing the core of public education. Mrs. Lansdale added the relationship between teachers and students is invaluable and deserves our respect and appreciation. She also noted the importance of sending a clear message to Louisiana's Governor that cuts to public education and healthcare in the schools are unconscionable, as are BESE's proposed cuts to librarians and counselors. She also announced that the first seven pages of Act 1 were deemed unconstitutional and they will be working with the Legislature in the coming session regarding the remainder.

Rob Broussard, taxpayer and parent of students at Caddo Magnet and Byrd High Schools, stated that he is upset over how the newspaper has blasted the educational system and the magnet program by inferring that Black students cannot compete with White students on standardized tests in order to get into the magnet schools. He also noted that the magnet schools came about as a part of the consent decree which is still not resolved, and he believes this is an insult. He urged the School Board to respond to this negative and erroneous reporting/commenting and encourage the paper to address equality 100% and not 50%, because equality and opportunity must refer to the figures of dollars that go to each school for each student and the magnet schools receive very little money compared to Title I schools (Booker T. Washington receives average of \$18,563 per student and Byrd receives \$4,300 per student).

Claretta Vercher encouraged the board to move the Fair Park Alumni Office back to the front part of the school where it is more convenient for parents and students.

Jerry Nelson, Fair Park graduate and former CPSB member, encouraged the Superintendent and School Board to reconsider the decision to move the Fair Park Alumni office. Mr. Rachal asked that the Superintendent and staff meet with the Fair Park Alumni Association.

Chester Kelly spoke in support of the Fair Park Alumni Association and asked that the Alumni office be relocated to its former space in the front building of the school. He also shared his concern that when approaching School Board members regarding this issue, he was told repeatedly that under the new legislation it is difficult for School Board members to provide input into the daily operations of a school, which he also expressed to State Senator Peacock. After reading the legislation, he believes it only addresses the direct hiring and firing of employees by the Superintendent and not providing input into the daily operations. He noted the

outstanding job Cathy Bonds does, and he supports moving the Alumni Office back to its previous location.

Chiquita Hamilton, parent, addressed the Board on her son's placement in school; and after numerous failed attempts to talk to appropriate staff regarding what test(s) he needs to take, she asked for the Board's assistance in addressing her son's issue of now being yet another year behind in school.

Jon Glover, as a grandparent and constituent, addressed the Board on the continued devastation in the inner city schools and the failure to educate inner city students with no changes being made. She noted 50% of students attending Academically Unacceptable schools are failing the state assessment and asked what resolutions are in place to address these failing students? Educating every child in the parish should be paramount and Ms. Glover added that no amount of technology will make a difference if every child has not comprehended the basics of reading, writing and arithmetic. Ms. Glover reminded the board that it is being looked to for solutions.

At this time there was a moment of silence for the families of the victims of the Sandy Hook Elementary School (Connecticut) tragedy on December 14th.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for the Board's consideration and President Riall announced that Items 6.02, 7.01, and 8.04-8.06 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Rachal, to approve the consent agenda as presented. Vote on the motion carried unanimously* and the following is a summary of action on the consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of October 20, 2012 – November 16, 2012 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids – Purchasing. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Verizon Wireless for purchases of cellular service for information technology; (2) AT&T Corp. for purchases of metro Ethernet network services for information technology; (3) Centurylink Solutions, LLC, for purchases of internet access service for information technology; and (4) AT&T Corp. for purchase of student access services for information technology. Copies of the bid tabulation sheets are attached and made a part of the permanent file for the December 18, 2012 CPSB meeting.

Item No. 8

8.04 Education Goals. The board approved the proposed District Educational Goals as submitted by the superintendent in the mailout. A copy is filed in the official records of the December 18, 2012 CPSB meeting.

8.05 Professional Designers for 2013-2014 Capital Projects. The board approved the proposed professional designers for the 2013-2014 Capital Projects as recommended by staff and submitted in the mailout.

8.06 Out of State Travel. The board approved requests for out of state travel, funded through General Fund, as recommended by staff and submitted in the mailout.

BIDS – CONSTRUCTION/CAPITAL PROJECTS

Mr. Rachal moved, seconded by Ms. Priest, to approve the following bids as recommended by staff and submitted on the bid tabulation sheet: (1) ELA Group, Inc., with a Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$3,103,000 for project 2013-082, “Bethune School Renovation”; and (2) J.D. Electric, Inc., with a Base Bid, for the sum total of \$269,500 for Project 2013-Q509 for “QSCB2 Data Wiring & Security Cameras at Bethune”. Vote on the motion carried unanimously. Copies of the bid tabulation sheets are attached and made a part of the permanent file for the December 18, 2012 CPSB meeting.

Mr. Rachal also noted the savings the district sees as a result of the eRate and that this substantial savings (approximately \$600,000) is money that goes back into the classroom.

APPROVAL OF COS JOB DESCRIPTION AND PROMOTION

Mrs. Bell moved, seconded by Ms. Priest, to approve the proposed job description for Chief of Staff and the promotion as recommended by the superintendent and submitted in the mailout.

Jackie Lansdale, president of Red River United, questioned the board in its decision on this item and what happens with other 12-month employees whose salaries were frozen, as well as those employees who are on the same rank on the salary chart. Mrs. Lansdale also stated that during the process of meeting and reviewing the board’s directive to staff, none of the board’s suggestions were considered and a position was taken that if a particular employee’s salary was unfrozen, the other employees on the same lane would want the same thing done for them. She said it is ironic that two of the administrative team members who would not waiver in this position are the same two administrators who will receive salary adjustments at the recommendation of Rahmberg. Her question to the board was will the others on the same salary lane not want the same adjustment as well? Mrs. Lansdale said that while they would never criticize anyone about getting a pay increase if the market bears and the funds are available; she doesn’t understand why this is being considered when there has not been a pay increase in five years and there has not been a bond, a roll forward or any tax. She also noted those that were left out of the incentive payoffs and the fact that no one has communicated any information to them. She urged the board to address the supply money, the incentive payoffs, and a funding source for pay, and then there could be an agreement on this particular agenda item.

Jon Glover referenced the December 4th executive work session in which she attended and the board asked in the discussion on the approval of job descriptions on the agenda if there would be an impact on the budget and the answer was a resounding “no”. She said it is apparent that the constituents were not told the truth, because today the board is being asked to not only approve the job descriptions, but also the recommendations and the additional monies and she questions where these funds will come from?

Mrs. Bell said she believes the COS position is in order because of the responsibilities added to this position and encouraged the board to support the motion on the floor. Ms. Priest shared that she has reviewed the organizational chart, looked at the span of control and supervision, as well as the duties of this COS position and she believes it is now before the board to make a decision.

Mr. Hooks moved to postpone, seconded by Miss Green. Mr. Hooks said he believes this is putting the cart before the horse and because the board voted against adjusting the occupational therapist’s salary and employees have not had an increase in five years, this needs to be postponed. He also said he does not see anything about giving the secretaries of these two administrators an increase, and he is opposed to the request. He said he would rather be told the truth than lied to and he has been lied to too many times since serving on the board. Mr. Hooks

stated he doesn't understand why anyone would want to support this and then follow with proposing a tax to give teachers a raise. Mrs. Bell encouraged Mr. Hooks to tell the truth also because the board voted against going to the public with a proposed bond issue for teacher raises. He said he doesn't believe any one should receive a raise unless every employee in the parish receives a pay increase.

Miss Green shared her agreement with Mr. Hooks to postpone this item until budget time; however, she doesn't believe this small amount of money is unmanageable.

Ms. Trammel questioned the use of the word lie and lying and if it is being used relative to everyone on the board; because if so, she encouraged board members to be cautious about what is said around the horseshoe and handle these matters by directly addressing the source. She stated she understands the need for board members to know information, but she would like to know why, periodically, the board's first knowledge of some things is via members of the audience?

Mrs. Crawley called for a point of order and that it is inappropriate for a board member to address another board member's motives.

President Riall called for a five-minute recess at 6:25 p.m. and the board reconvened in open session at approximately 6:35 p.m.

Mr. Rachal stated that he visited with the superintendent since the last meeting and at that meeting asked about the impact on the budget and he understood there would not be an impact. He also reminded the board that for two months he revisited another position that would mean a total of approximately \$300; and while he believes both these employees' responsibilities warrant this proposal, it does put him in an awkward position. He inquired of the superintendent if not approved at this time, will it affect these individuals' duties and responsibilities? The superintendent responded that both individuals are currently carrying out the duties and responsibilities; however, some of the departments that will be added to their responsibility have not been added prior to board approval. Mr. Rachal said he questions if there will be a great deal of harm waiting on this until budget considerations.

Mrs. Bell asked for clarification on postponing until following the superintendent's evaluation; because if these employees have been doing this job, she believes this is a personal thing and the board needs to move forward.

Mr. Ramsey moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate on all motions on the floor carried unanimously.

Vote on the motion to postpone failed with Board members Green, Crawley, Hooks and Rachal supporting the motion and Board members Riall, Pierson, Trammel, Priest, Ramsey, Armstrong and Bell opposed.

Vote on the main motion carried with Board members Crawley and Hooks opposed and Board members Riall, Green, Pierson, Trammel, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

APPROVAL OF CFO JOB DESCRIPTION AND PROMOTION

Mr. Ramsey moved, seconded by Mrs. Bell to approve the Chief Financial Officer job description and promotion. Miss Green asked for a point of clarification as she thought these two job descriptions were together. Mr. Riall explained they were separated between the work session and today's meeting. Miss Green stated her confusion as to why this was separated and

Mr. Abrams explained that board policy states if a board member requests that grouped-together promotions be separated, they can be; and a board member did make this request. Miss Green stated her disappointment because she thought she was putting a second on both positions and she believes it is conniving when it is done this way and she hates that a board member requested them to be separated. Mr. Riall said it was done because a board member, by policy, requested to separate the two recommendations, and they were separated and posted as of Monday at 4:00. Miss Green noted she thought at the beginning of the meeting today that both positions would be considered together.

Mr. Hooks moved, seconded by Mrs. Crawley, to postpone. Mr. Hooks reiterated his comments from the previous motion; and while he is not calling any board member a liar, he can truthfully say that Dr. Dawkins lied to him. Mr. Riall called Mr. Hooks out of order. Miss Green called for a Point of Order and urged the board to move forward. Mrs. Crawley stated that we put Common Core and other things on the teachers and she would like to postpone until we come up with a plan to give everyone a raise.

Mr. Ramsey moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate on all motions on the floor carried unanimously.

Vote on the motion to postpone failed with Board members Green, Crawley, Hooks and Rachal supporting the motion and Board members Riall, Pierson, Trammel, Priest, Ramsey, Armstrong and Bell opposed.

Vote on the main motion carried with Board members Crawley and Hooks opposed and Board members Riall, Green, Pierson, Trammel, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

APPROVAL OF REVISIONS TO ORGANIZATIONAL CHART

Ms. Priest moved, seconded by Mrs. Trammel, to approve the proposed revisions to the organizational chart (CPSB Policy CCA). Mrs. Crawley noted an error on the organizational chart in that the duties of the Chief Financial Officer's (CFO) because the job description reflects that Purchasing comes under the CFO and the organizational chart does not reflect this. Dr. Dawkins explained that the Purchasing Department will remain under the Chief Operations Officer. Mrs. Crawley asked if it will be necessary to amend the motion to approve the CFO job description. Mr. Abrams stated that once a job description is approved by the board, the Superintendent can amend it down the road; and if an adjustment needs to be made to the organizational chart, the correction only needs to be stated and it can be corrected following the meeting. Mrs. Crawley, for clarification, asked if the Organizational Chart being voted on is correct, and Dr. Dawkins verified it is, and the job description will be corrected. *Mr. Ramsey moved to call for the question. Vote on the motion to end debate carried unanimously. Vote on the main motion carried with Board member Hooks opposed and Board members Riall, Green, Pierson, Crawley, Trammel, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

RELOCATION OF FAIR PARK ALUMNI OFFICE

Mrs. Bell raised objection to this agenda item as no backup was provided. Mr. Rachal asked for clarification and that since an objection to this item being considered has been raised will the vote be whether or not it remains on the agenda. President Riall said that is correct and it will take a 2/3 vote (yes vote the board will hear it and a no vote the board will not hear it). *Vote to hear agenda item 8.07 failed with Board members Riall, Green, Crawley, Hooks, Rachal, Ramsey, and Armstrong supporting the motion and Board members Pierson, Trammel, Priest and Bell opposed.*

ADDITIONAL \$100 FOR M&S FOR TEACHERS

Mr. Rachal moved, seconded by Mr. Pierson and Mrs. Armstrong, to approve the additional \$100 for M&S for teachers. Mr. Rachal asked the superintendent about the cost to the budget and Dr. Dawkins responded it will be a \$300,000 cost to the budget. Mr. Rachal noted this was discussed in original budget discussions; and since the teachers need and deserve this, he asked the Superintendent if he had any concerns. The superintendent said only that staff will have to find the \$300,000. Mr. Rachal asked about the reserves at the end of the budget? Mr. Lee, while he did not have the reserve numbers, the budget ending balance is overspending by approximately \$4 million. Mrs. Armstrong stated that too often we neglect to think about necessities teachers need in the classroom and that this added expenditure is paid out of their pockets, and she believes the board owes this to the teachers during the second semester.

Ms. Trammel stated that she has visited in her schools and the principals have explained to her that some teachers do not use their allotted \$100 and asked if what is left rolls over into the second semester? Mr. Lee responded that it will not necessarily roll over; and it doesn't actually cost the extra \$300,000 but staff budgets that amount in the event that each teacher does spend that amount. Mrs. Crawley added that many times the teachers do not know the money is available for their use, and encouraged staff to come up with a better way to notify the teachers. Mr. Hooks moved, seconded by Mr. Pierson, to call for the question. Vote on the motion to end debate carried unanimously. Vote on the main motion carried unanimously.

ELECTION OF OFFICERS FOR 2013

Mrs. Bell moved, seconded by Mrs. Armstrong to elect the following slate of officers for 2013: Larry Ramsey, President; Carl Pierson, First Vice President; and Bonita Crawford, Second Vice President. Vote on the motion carried unanimously.

AUTHORIZATION FOR PRESIDENT TO USE FACSIMILE SIGNATURE

Ms. Priest moved, seconded by Ms. Trammel, to authorize the president to use a facsimile signature. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he will send a written mid-year update on the target schools. He also reported that relative to reviewing and revising the 10-day catastrophic illness leave and maternity leave policy changes, staff is currently reviewing all policies. At this time, the District is in compliance, but staff will bring recommendations once the review is complete.

ANNOUNCEMENTS AND REQUESTS

Miss Green announced that Newton Smith will do a special green project for the 20 children lost at the Sandy Hook Elementary School by planting a tree for each student. Specific details will be provided at a later date. She also extended Christmas greetings to everyone and encouraged the board members to practice respecting each other in the New Year.

Mr. Rachal asked, if possible and in light of what happened in Connecticut, that the superintendent and attorney consider possible opportunities for Caddo employees to help families affected by this tragedy.

Mr. Hooks again asked about a response to his request for information on textbook orders for Fair Park for the 2012-13 school year.

Ms. Trammel reminded the board the true meaning of the season; and also apologized if she stepped out of line in her comments. However, she believes it is personal and when one gets to a point of assassinating another's character, there are repercussions. Ms. Trammel encouraged all to respect one another as well as those in the audience.

Mr. Ramsey expressed wishes to everyone for a Happy New Year.

Mrs. Bell asked for clarification on the connection Mrs. Lansdale has with one of the Sandy Hook students and encouraged the superintendent to review what opportunities are available for employees in Caddo to assist those in Newtown. She also shared with everyone how emotional and personal it becomes for her when she feels something is going on that she doesn't believe is right; however she will never assassinate anyone's character and hopefully everyone can come together in 2013. She also wished everyone a Merry Christmas!

Ms. Priest expressed appreciation to the 2012 officers for their services during the year and congratulated the new officers for 2013. She also encouraged the superintendent and appropriate personnel (Mr. Murry) to convene a meeting and share what is happening in our schools so we can inform and educate our parents and the community on our policies, procedures, security measures, etc.

Mrs. Armstrong shared her concern about the destruction of the historical, architectural structure of Fair Park High School, because being on the National Register, every part should be preserved. She stated sometimes new administrators come into the schools and they do not do a historical search of that school. When looking at the history of the older Caddo schools, it is important to stop and think about all the students who have walked the halls over the years, and she believes this might need to be a prerequisite for newly appointed principals (to learn about the history of the school), as well as for those in the Maintenance Department. Mrs. Armstrong stated that when we allow schools to be destroyed by tearing down bookshelves, for example, that were original to a school, then we are destroying history. This is happening at Fair Park and is why the issues at Fair Park keep resurfacing. Also, as we go into the New Year, Mrs. Armstrong stated she hopes these type issues do not continually reoccur. She wished everyone a Very Merry Christmas.

Mr. Hooks stated that he makes no apology to anyone and gave Mr. Rachal credit for trying to bring everyone together. He also stated that the effort must be made on both sides, and he will not tolerate disrespect. Mr. Hooks said he doesn't believe this is asking for anything unreasonable.

Mrs. Crawley said she has forwarded emails concerning Fair Park because she believes the main problem with Fair Park is ignorance and now that many have enlightened the board why this was an ignorant decision to move the alumni office behind three locked doors where students and parents can't get to them, she thought this would change. So, she too is asking the superintendent and staff to rethink the decision to move the alumni office and relocate it back to its original place. Mrs. Crawley noted that the board is behind any alumni in their schools.

Mr. Ramsey reminded Mr. Hooks if he desires something to be an agenda item, he only needs to request it and provide the backup information/motion.

Miss Green thanked the class of 1976 at Green Oaks for donating many toys for the students at Pine Grove and Northside.

Mr. Riall expressed appreciation to the board for its confidence in him to serve as the Board's president during 2012.

Superintendent Dawkins stated that he has never lied to anyone in his career and the collective board can be assured of that. Also, his heart goes out to the Newtown community and he will work with staff to see what Caddo can do. Dr. Dawkins also stated that Fair Park is academically unacceptable and his priority is to get the school out of this status and will do everything possible to make every Fair Park student an alumni. Finally, he wished everyone a Merry Christmas and a Happy New Year.

EXECUTIVE SESSION

Student Readmission Appeal. Mrs. Moore announced that the father withdrew his request for an appeal.

Tenure Hearing for a Tenured Bus Driver. *Mrs. Bell moved, seconded by Mr. Rachal, to approve the retirement of the tenured bus driver in lieu of a tenure hearing as presented at board members' stations. Vote on the motion carried unanimously.*

Superintendent's Evaluation. *Mr. Rachal moved, seconded by Ms. Priest, that the board go into executive session for 15 minutes for the Superintendent's Evaluation. Vote on the motion carried and the board went into executive session at approximately 7:40 p.m. The board reconvened in open session at approximately 7:47 p.m.*

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:48 p.m.*

Dr. Gerald D. Dawkins, Secretary

Steve Riall, President

January 8, 2013

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 8, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawley led the invocation and Pledge of Allegiance.

PRESENTATIONS

Ombudsman. Superintendent Dawkins announced that Guy Cooper, director of the Ombudsman programs in Caddo, will share with the board the first semester baseline data and a full report will be presented at the end of the school year. He added that at this time, the program is still being customized to fit the District's needs. Mr. Cooper stated that the purpose of the Ombudsman Alternative Program is to focus efforts on improving the graduation rate and overall academic achievement for students assigned to an alternative placement. He explained that the Ombudsman Program includes an onsite program at Academic Recovery for middle school 1 and 2, serving all age levels, grades 6 through 8 who have been suspended, expelled, or are academically behind or over aged. The Academic Recovery full-day six-hour program serves special education and regular education students in grades 6-12 who have been suspended, expelled or who are academically behind and require additional services to meet their academic and behavioral needs. Mr. Cooper reported that the off-site programs (high schools) are located in the North, South, East and West areas of the parish and serve over-age middle and high school students who have been suspended, expelled or are academically behind. He added that teacher-led instruction and small group instruction have proven to be beneficial to all enrolled students, in addition to the electronic, computer-based programs used to instruct students. He shared information on enrollment counts as of December 7th for all sites, average daily attendance by center, scores in the Star Math range (including the score when enrolled at one of the sites and the score today, reflecting the growth), level testing, discipline referrals, social worker interaction, testimonials, career and college readiness and lessons learned the first semester. Issues experienced and being addressed include transportation, group expulsions, security issues and streamlining of student intake.

Mr. Hooks asked if high school students are receiving course credit for subjects taken? Mr. Cooper responded they are and Ombudsman issues grades (report cards) for the Core Curriculum courses (Math, Science, Social Studies and English Language Arts) as does the Caddo Parish School System, thus each student receives two report cards every nine weeks.

Mrs. Crawley referenced the pre and post-tests and asked why some areas reflect more growth than others. Mr. Cooper explained students are tested when they come into the program in order to have a baseline score for each student. Also, internal audits are performed every six weeks to hopefully determine why some students will not complete assignments or strive to improve their base data scores; with some saying they have no interest in doing so. In these situations, they counsel the students and repeat the test in an effort to give them a second opportunity to understand the importance and hopefully improve their score.

Mrs. Crawford asked for clarification on the average daily attendance; and while the middle schools are fairly consistent, she thought in the initial presentation the board was told Ombudsman would aim to keep the attendance rate at 80% or higher, and she sees that some are in the 60s. Carla Moore explained that they continue to see trends with the same students and truancy problems and some are now attending the Ombudsman program. She added they are

following these students and making referrals to district court as mandated, and also working with Juvenile Justice to hopefully remedy these situations. Mrs. Crawford asked did the initial conversations not indicate they would work within Ombudsman and not our staff? Dr. Dawkins explained this is the first semester baseline data and is actually an improvement for some students over their previous attendance records, with the 80% daily attendance being the goal.

Mr. Rachal asked how many certified teachers are there on a daily basis in the Ombudsman Program? Mr. Cooper responded there are approximately 35-40 teachers, all of which are certified with the exception of 4 or 5 substitutes (and the minimum qualification for substitutes is a Bachelors Degree), and he shared the numbers of staff members and certified teachers at each site/program. Mr. Rachal asked Dr. Dawkins about the cost of the program, and Dr. Dawkins responded approximately \$2 million, as opposed to the \$4 million spent on the other program. Mr. Rachal also asked Mr. Cooper about Ombudsman's goal for increasing the scores (percentages)? Dr. Dawkins stated the goal is always to get each child up to grade level; and obviously the students enrolled in the Ombudsman Program are deficient in different areas but the goal is and always has been to get them to grade level. Hopefully, in the Spring/end of the year, we will see these students' scores rise to their grade level. Mrs. Turner also explained that students at Ombudsman follow the same curriculum as the high schools, and staff looks to move them to "proficient" and the next level. She further added these students are required to pass the same EOC tests, and take the same assessments, and staff is working with Ombudsman to make certain these students are test accommodated and test prepared for the state assessments, and hopefully able to transition back into the regular classes. Mr. Rachal asked for a copy of the presentation.

Miss Green asked for clarification of the schedule for students seeking jobs; and if they are only going to school ½ day, what are they doing the second half of the day? Mr. Cooper explained that job coaches at the high school sessions work with students to develop resumes, skills, and contacts with possible employers. Miss Green asked the superintendent about the Board's desire to provide a career or trade center for students who are only going to class ½ a day. Dr. Dawkins responded that the career and college readiness portion of the plan is to help these students find jobs and for the younger students, volunteer opportunities.

Mrs. Bell stated she is impressed because the program was put into place for students who could not function in the regular school setting, but yet they would have somewhere to go besides being placed out on the streets. She reminded Board members why these students were referred to the Ombudsman Program, and shared positive feedback she received from parents about their children in the program, and their apprehension for them to leave Ombudsman and return to the regular school setting. Mrs. Moore confirmed their experience with parents requesting their students to remain even though Ombudsman recommended they return to their neighborhood school; and staff is reevaluation to determine what is best for each student.

Mr. Hooks asked if the drop in attendance because of truancy is mainly seen in the a.m. session, p.m. session or the all day session? Mr. Cooper said initially the biggest drop in attendance was in the a.m. session, so these students were shifted to the p.m. session. Mr. Hooks asked for clarification on what Ombudsman is doing for students who are not in class the entire day, and Mr. Cooper again explained that the career curriculum is in place for students in 8th through 12th grade and those who are too young to work are counseled and matched with volunteer opportunities or a skill program to begin developing certain skills.

Ms. Trammel asked, since this is an alternative program, if Ombudsman works closely with the parents even though they only attend four hours? Mr. Cooper explained that social workers, when students are habitually tardy or absent, make contact with the parent, and also work with homeless parents and refer them to Caddo's Homeless Department for assistance. Ms. Trammel stated her belief that if students are in the program only four hours each day, parents need to

understand the remainder of the day is the parents' responsibility. Mr. Cooper added there is an orientation mandate for parents when students begin the program and parents must also sign a required document.

Mrs. Crawley asked how many students are in the Ombudsman Program? Mr. Cooper responded they run a weekly population report and there have been approximately 369 to 380. Mrs. Crawley asked Dr. Dawkins to verify an average number of students served in alternative programs last year? Dr. Dawkins said approximately 400.

Mr. Ramsey stated it is his hope that we do not let capacity be the overriding issue in providing these services, because he feels the key to success in the school system is to address the needs of the alternative students. He said it is important that we have an effective program in place, and he believes that the 60-70% attendance rate is much better than what we have seen in the middle and high schools. Mr. Ramsey said he sees in this initial report that this program certainly has potential, but we do need to continue to nurture it.

Schoolwide Security Update. Superintendent Dawkins announced that staff is bringing an update on the District's security so everyone is fully aware of our preparedness in crisis or emergency situations. With the Newtown, Connecticut tragedy being right before the Christmas break, the time was short to prepare this information; however, he wants everyone to be assured it is our number one priority each and every day to provide world class learning and teaching in a safe, secure and orderly environment. Dr. Dawkins also recognized and expressed appreciation for the long-term cooperation of the partners in the Police Department, Fire Department, Sheriff's Office, City Marshall, Emergency Preparedness, and additional first responders, and we are better prepared because of their work and efforts.

Roy Murry, director of security, introduced the support representatives present at the meeting and stated that crisis management in Caddo Parish was in place before he became the director of security, and after he became director of security, it has continued because of this support on a daily basis. Mr. Murry provided an overview of the following three areas in the District's campus safety and security: (1) personnel, (2) planning and training, and (3) physical security upgrade.

He reported there are approximately 102 security coordinators on the 38 elementary, 8 elementary/middle, 15 middle, 20 7-12 configurations, 14 high, and 7 special and alternative campuses. The security coordinators are full time employees of the District and cost the District approximately \$5.3 million. Personnel also includes police and deputies on the campuses – (1) SROs on 10 high school campuses that are full time and work their 8-hour shifts on Caddo's campuses. The District has a contract with the Sheriff's Department and the Police Department and Caddo pays their salary and benefits. (2) Off-Duty Officers and Deputies on campuses are paid \$25 an hour. The cost for these officers/deputies is approximately \$879,000.

Relative to planning and training, Mr. Murry reported the two-year Federal REMS (Readiness and Emergency Management in Schools) grant from the U. S. Department of Education has just been completed. The amount of this Federal grant was \$462,000 and one of the things accomplished through this funding was the continued review and revising of the crisis response plan, which is a live document that is updated as needed when situations change and standard operating procedures are added/changed. He also reported that the grant was used to review and revise the District plan to national incident management compliance (the National Standard).

Mr. Murry also stated that the security and vulnerability assessment was completed on each campus by an outside agency, and these will continue to be conducted on an annual basis. Additional training sessions were also offered and completed covering incident reporting, emergency response by fire and EMT, active shooter overview, etc. Selected students also

received the CERT training in ROTC classes. Security awareness and safety training were provided to all principals responding to an active shooter, a lockdown plan, and decision making in an emergency. Three lockdown trainings are conducted in a year; and at the end of last year's training, three tabletop exercises were held on an active shooter scenario. Mr. Murry also announced that all law enforcement entities working on Caddo's campuses have completed active shooter training. Caddo also cooperates by providing our facilities for use by other law enforcement officers to complete their active shooting training. Principals and directors have also received the active shooter training which makes them aware of law enforcement's response in an active shooter situation. He also reported that all security personnel received eight-hours training on bomb recognition and awareness, as well as Emergency Response Information Portal (ERIP) as part of the REMS grant. He explained that ERIP can be accessed by the responding agencies and the plans for each campus can be updated through this web page, as well as their crisis plan and new assessment data. Mr. Murry reported that law enforcement, fire and EMS, and homeland security personnel have all been trained in operating the ERIP program and highlighted via the ERIP web site the various ways a campus can be monitored and investigated in the event of an emergency.

Physical security upgrades, through capital projects, include the completion of security camera upgrades in 75% of Caddo schools and all schools will be complete by August 2013. Mr. Murry reported that he met on Monday with representatives from the Sheriff's office and chief of police to discuss concerns, with access control being the primary concern for all. He noted that Parsons, in discussions, reminded Caddo representatives that the Caddo schools' average age is 60 years and our schools were built for kids to walk to school. He added that access control in Caddo is a great concern and, in the 7-12 configurations, staff is working on electronic access control to separate the middle schools from the high schools, and in the future staff will look at electronic access control for the outside (entering and leaving the building). Practices currently in place are locking classroom doors, locking gates, etc. anything that can be done to control traffic where we want them to be. He also said fencing is a part of access control; and while he knows that eight and 10-foot fences around school campuses are frowned upon by many, it does allow a means to control outside access. Mr. Murry also noted the padded lock system being installed throughout the district as systems are being replaced, which will prohibit anyone from getting a key made since we make and authorize keys.

Mark Connella, retired Shreveport Fire Department and the REMS grant coordinator, shared with the board and audience his observation when going onto the school campuses through the implementation of the REMS grant. He noted his belief that this grant fostered a better relationship between the school system and public safety sector; and he shared his experience of entering one of Caddo's schools, the door locking behind him and going into a lock down, which showed him how pro-active Caddo has been in safety on the school campuses.

Fire Chief Mulford reiterated the comments of Mr. Connella and the pro-active efforts in keeping all our children safe.

Ms. Priest stated her appreciation to all involved in this effort and that this definitely fits in with the District's goal to provide a safe learning environment for the students. Referencing the layouts of some of Caddo's campuses and the age of those campuses, she said she believes it should be mandatory to instill the importance of making known that if someone is not an employee of the Public School System and does not have a badge, that all doors must be locked and anyone entering the campus should always check into the office. She also said she believes security code cards should be looked at for all schools and certain areas of the school building should have limited access.

Mrs. Crawley stated her concern that only the good folks will check in to the office. She asked if the elementary schools have armed officers on their campuses? Mr. Murry responded only six

officers are working in the elementary schools. Mrs. Crawley stated she believes an armed law officer is needed at each school.

Miss Green expressed appreciation for the presentation and noted that on one of the campuses in her district, the security guard is number 1 in following instructions. She also noted she believes one of the campuses in her district was recently recognized as the safest campus in Caddo.

Mrs. Bell asked Mr. Murry about the cameras whereby we can know what is going on inside and outside 24 hours a day, and if someone is monitoring all these cameras on a daily basis? Mr. Murry said if the monitors are pulled up the cameras can be observed, and schools attempt to place the camera monitors where someone sitting at their desk the majority of the day can view them. He added a small elementary school has approximately 60 cameras, which is the fewest number of cameras on a campus; and large high schools have 200+ cameras.

Mrs. Armstrong asked about any grants on the horizon. Mr. Murry explained that the REMS grant was not funded during the last budget session; however, there is talk it will be reinstated, and if so, we can reapply and apply for something different within the grant. He added the law enforcement entities also help us through COPS grants, etc. Mrs. Armstrong asked who is in charge of writing and being proactive with the REMS grant? Mr. Murry said the REMS grant has been completed but the District's grantwriter at that time put the information in the correct format; and if there is another opportunity, we will again go through the District grantwriter.

President Ramsey expressed appreciation to the staff and the District partners for the report and their efforts to keep our employees and students safe each and every day.

ESTABLISH THE AGENDA FOR THE JANUARY 15, 2013 CPSB MEETING

Superintendent Dawkins highlighted items for the board's consideration at its meeting on January 15th and the following discussion ensued.

Personnel Recommendations. Dr. Dawkins asked that this item not be placed on consent. Mrs. Crawley asked if there is more than one personnel recommendation that they be separated.

Bids. Superintendent Dawkins announced that bids will open on Wednesday and the information made available at that time.

Relocation of Fair Park Alumni. Mr. Hooks asked if a meeting has been held with the director of the Fair Park Alumni regarding moving the alumni office back to its original location. Mr. Ramsey said it would be helpful if Mr. Hooks would add his motion to this item so the board understands what he is requesting. Mr. Rachal shared his disappointment with how this was handled and that with the approval of the maker of the motion, he would like to add that in the event the original area is not conducive, the alumni is given something accessible and comparable to the original location.

Ms. Trammel questioned a comparable, accessible location, because she believes if it is in the building, it is accessible.

Ms. Priest asked the Superintendent if to his knowledge space has been offered and provided to the Fair Park Alumni, and Dr. Dawkins responded that space is located in the building. Ms. Priest inquired, in lieu of the board's conversation regarding limited access to our school buildings, as to what accessibility is desired; and do the principals at North Caddo, Booker T. Washington, Caddo Magnet, Woodlawn, Captain Shreve, and Byrd provide permanent office space for alumni at their schools? Staff responded that Captain Shreve, Byrd and North Caddo have an alumni office and the principal determines the space. There is no contract, but the

alumni groups and the principals work together. Ms. Priest asked Mr. Abrams if the Caddo Parish School District is required to provide office space to any entity, organization or group that requests space in a school building; and if so, is the school board required to provide that entity with the exact space requested, and Mr. Abrams responded absolutely not. Ms. Priest stated that the Board is the policy-making body and she questions if this is an appropriate item for the Board to address. Mr. Ramsey responded no, because teachers' classrooms and offices are moved around, changed to accommodate the needs at the school. Superintendent Dawkins stated that in his 12 years as a superintendent, he has not received a directive from a school board regarding staff assignment of rooms. Mr. Ramsey stated that his determination of accessibility per Mr. Hooks' request is that the association members are able to get to the association office without going through locked doors. Mr. Hooks said it is just difficult for the elderly to get to the alumni office when needing to go through three locked doors. Regarding if it is an appropriate item for the agenda, Mr. Ramsey stated if a board member brings an item for the agenda and provides the documentation, he believes it is his duty as president to place it on the agenda. Ms. Priest again reminded the board of the report on security and the need to make sure access to our campuses is limited and asked that an item be added to the January 15th agenda to "seek an opinion from the State Attorney General's Office and the Louisiana Ethics Board if this is an appropriate matter for the board and if the board has the right to inform, coerce, and authorize the superintendent and principal to allocate space in a school".

Mr. Riall stated that it is his understanding that the prior alumni office was located in a sectioned off part of a classroom; and asked if any planned renovations should be postponed until the Attorney General's decision is received. Dr. Dawkins explained that this space is being prepared for classroom space; and even though halting renovations affects progress for students, he will abide by the board's decision.

Mrs. Bell asked Mr. Abrams if she understands that legislation passed last year included the board not micromanaging the Superintendent by making decisions that are a part of daily operations; because when she taught in Caddo, she was moved from her classroom to a temporary building at the principal's direction and without her input. She asked if this item is micromanaging and possibly an ethics violation? Mr. Abrams responded it is micromanaging and reminded the board that he explained in the board's training that it is a policy-making board and not a board that runs the daily operations. He also added he doesn't believe Act 1 applies to this situation as it deals with principals having authority over the employees at a work site, and the alumni director, and the alumni office, does not fit the statute; and the Louisiana Ethics Law applies to money, funds, benefits to family members, etc. Mr. Abrams also said if the board asks for an AG opinion, it can go either way; and while it may not be an ethics issue, Act 1 allows the Superintendent to have authority over the schools. The board determines the number of school sites, but not who is in the school sites; and if the board does not address what employees are at a school site, he believes it would not address volunteers. Mrs. Bell stated her concern relative to safety; and asked if a non-employee is on the campus everyday and something happens to that non employee, is Caddo responsible? Mr. Abrams noted that if an employee is injured on the job, they are limited to workers' compensation and a non employee is limited to tort damages, which could result in liability to the District. If the person injured is not an employee, they must prove something is wrong for the District to be liable and the District could also have the liability for a non-employee who might be doing employee things. Mrs. Bell stated if the board decides it will tell the principal where to locate the alumni office, she believes we will be opening up for all organizations, alumni, etc. to request specific space? Mr. Ramsey stated if a board member brings such a request in an agenda item and gets seven votes, the possibility exists.

Miss Green stated while she is uncomfortable with this being on the agenda, she doesn't see a problem if an alumni is doing what they are supposed to in supporting the students.

Ms. Trammel stated she doesn't understand the complete argument if we are providing space at Fair Park for the Alumni Association. Dr. Dawkins said while he has not seen the office, he understands it is a fully functional office; and Tommy Smith, director of maintenance, explained that the walls and doors were put into place for the office and Information Technology installed the phone and technology data needed.

Mrs. Crawley asked Mr. Hooks if the alumni office, in its new location, is able to perform the same functions or is the new location a hindrance to them performing all the things they have been providing Fair Park? Mr. Hooks responded it is a hindrance, and it now opens the school up for the outside public and he believes the new location is more of a danger than when it was in front of the building. Mrs. Crawley asked if the doors are being left unlocked in order to get to the alumni office, and Mr. Hooks said no and he would not have been able to get to the alumni office had Mrs. Bonds not been in the office to let him in. She also asked if the alumni office was informed about the relocation before or after the principal's first day? Mr. Ramsey moved to the next item.

Resolution Requesting BESE to not Change the Counselor Allotment. Mrs. Crawley presented a proposed resolution opposing the changes to the staffing levels of school counselors presented to BESE by the State Department and that BESE will consider at its meeting on January 16th. She said that in light of recent shootings in schools and the treatment of mental illness, she believes it is important that we continue to recognize the unique and vital role performed by school counselors. She encouraged the board's support.

Mr. Abrams asked for clarification as he did not see the documentation stating the change in the allotment. Mrs. Crawley added it is being proposed to change the allotment for counselors. Mr. Abrams stated that he would like to see the proposed BESE resolution. Mrs. Crawley explained that it is a change from the word "required" to "recommended".

Mrs. Crawford asked if BESE has done anything to change the requirement to a recommendation? Mr. Abrams verified that is his question as he has not seen a copy of BESE's resolution. Mrs. Crawley stated BESE is scheduled to vote on this January 16th. Mr. Abrams explained that currently a District can have as many counselors as it chooses to pay for; however, he understands that this proposed revision might be an attempt to get out of paying for any of the counselors. Mrs. Crawley added they are attempting to make funds more flexible for charters.

Ms. Priest confirmed Mrs. Crawley's comments as correct and that when the Department of Education made a presentation, they shared this information with the board of placing more responsibility and burden on the local Districts. Mr. Ramsey encouraged board members to share these things with the Board Attorney for verification prior to the board voting on them.

Accommodations for Nursing Mothers. Mr. Abrams explained that basically the statute does not require that teachers are provided breaks for expressing milk for their infant children; however, the proposed policy is written in such a manner as to give all employees the same advantage with the provision for up to one year of reasonable break time(s) to accommodate an employee's need to express milk. He highlighted specifics of the proposed policy directly from the statute, and noted that a place does not have to be tied up all the time, but only when an employee has the need for such a space. Dr. Dawkins stated if this is done for any group of employees, it will be done for all employees

Mr. Rachal, for clarification, read the second paragraph and the possible interpretations of "the need", and could it be possible that "the need" is for six times a day? Mr. Abrams responded it could; and if so, that could be a problem, however it is not for us to make the determination as to the number of times which is why the policy is explicit and includes a built-in regulation that if it is abused, it is possible the employee could lose time.

Mrs. Crawford asked who will monitor this and is this not tied to the State Law? Mr. Abrams responded that it applies to the Affordable Care Act and it does not apply to teachers, but it should be applied in the same way as for support personnel, and the language is as it is in the statute. Mrs. Crawford questioned if there was a need to adopt a policy, and Mr. Abrams confirmed the need for a policy because it is the law.

Ms. Trammel said it appears the board may be adding additional spaces and questioned how this will be monitored and is it a payroll issue when talking about time?

Mr. Abrams further clarified that the break issue was presented to the hourly employees. The “as needed” doesn’t mean that the area must be locked down all the time, but only when there is a need to provide the space to a nursing mother.

Ms. Priest said she remembers the board requesting and the superintendent providing a survey of employees regarding the nursing mothers. Dr. Robinson explained staff did not conduct a survey; however, at the parishwide principals meeting on December 6th, staff polled the administrators and provided the board a copy of the information shared with administrators.

Mrs. Crawley added that some time the principals don’t know about it until they unlock the door and stumble upon a teacher, which creates embarrassing situations; and she did receive an email which is why she brings this forth.

Out of State Travel. Information on the out of state travel requests was presented to the board for approval.

Renewal of Special Taxes. Superintendent Dawkins announced that the 10-year renewal of special taxes is up this year for consideration by the public; and if not renewed, it could mean serious implications for the District.

Jim Lee, Chief Financial Officer, explained that these property tax millages are up for renewal every 10 years. He explained that two will expire in 2013 and one will expire in 2014; and in an effort to save on the cost of an additional election, staff recommends bringing 2014 into this renewal. Mr. Lee said these are strictly renewals, will not be an increase in taxes and will be at the rates just reassessed by the tax assessor. He also reported there are two millages, one representing approximately \$44 million to the General Fund; which if not passed will greatly impact the General Fund; and the second millage represents approximately \$10 million which is approximately one-half of the capital projects revenue used to maintain the schools, custodial staff and support (not the salary and benefit millage). For the record, Mr. Lee said staff is hoping to spread the information to taxpayers and local organizations that the District has been fiscally responsible, coming closer to a balanced budget last year and working in that direction this year, and reducing the debt service millage from 7.6 mils to 6.0 mils. He again reminded everyone that this is not a new tax, but a renewal of an existing tax.

Dr. Dawkins also reported on the team’s effort to put together information for meeting with groups throughout the city to explain these renewals, because it is \$50+ million at stake.

Mr. Rachal requested a complete list of all the millages and the renewal dates; and he reminded everyone that in the past eight years, during the roll forward option, Caddo has never rolled taxes forward, which means we have decreased the millages and the total tax dollars remained the same. He stated he believes it is important for the public to know that the current sitting board has never voted to roll forward or increase taxes, and this an attempt to maintain status quo.

Mr. Riall inquired as to the date of the election and Mr. Lee responded it will be on May 4th.

Mr. Ramsey stated he requested the Superintendent to provide data and specific information that board members can share with constituents.

Request for Consent to Assignment of Lease(s) TX/LA EXCO Operating Co., LP to EXCO/HGI JV Assets, LLC. Mr. Woolfolk explained this is a typical request when a lease is being transferred from one entity to another, which requires board approval

Request for Long-term Use of One or All of the Off-line Schools (Hillsdale, West Shreveport, Central) by the Shreveport Training Academy. Mr. Woolfolk explained it is a classroom training along with practice drills on what they do in schools, and they have done this before.

Superintendent's Contract. Mr. Abrams explained that a copy of the portions of the Superintendent's Contract needing revision is at board members' stations and these changes coincide with the recent adopted state legislation that requires if a District has schools labeled "C", "D" or "F", the superintendent must have performance targets in the contract that mirror the statute. He further explained that one judge did determine a portion unconstitutional; however, at this time, the board needs to move forward and be in compliance with Act 1 requirements. He highlighted the proposed revisions in the Performance Targets and Bonus Section (Section 6) and attached as Exhibit A, as well as Paragraph 16 which addresses the Superintendent's Evaluation so the evaluation coincides with the changes in Paragraph 6.

Mr. Abrams also explained that the extension to Dr. Dawkins' original contract stipulates that by February 11th the board will provide the superintendent with notice of whether or not it will extend his contract and the conditions on which the contract will be renewed (length of contract extension, additional performance objectives, etc.) and then the superintendent will have 30 days to accept. He further explained if the board does not provide the superintendent notice that the board intends to renew the contract, then in accordance with the superintendent's contract, the contract will extend for one year after the termination date and at the end of that year, the contract will end. Mr. Abrams said it doesn't mean that if during this process an agreement is not reached that the board can't go back at a later date.

Mr. Riall asked if he understands the board will have the finished new contract before voting, and Mr. Abrams said that is not correct. If the board approves extending the contract, and lists the stipulations, the superintendent then has 30 days to accept or present something different, then the board will continue to vote until there is a final agreement. Mr. Riall asked if the board will know the basic terms when voting and Mr. Abrams responded yes. He further stated if the superintendent agrees with what the board presents at the next meeting, he recommends the board pass a motion as to what it wants, because that will mean the board has complied with the contract requirements and the statute. Mr. Riall asked if it takes seven votes of the board to extend the contract; what does it mean if the vote is 6-6? Mr. Abrams said it depends on the motion. If the motion is to extend the superintendent's contract and the vote is 6-6, then the board has virtually done nothing; it does not have a notice to give to the superintendent before February 11th, and the contract automatically would be extended by one year. Mr. Riall asked about any guidelines in place, i.e. executive committee members working with the superintendent and board attorney on the contract. Mr. Ramsey stated that typically the board attorney and the executive committee (or a portion of) works with the superintendent. Mr. Abrams explained that the board approved the superintendent's goals last month and the contract states that the evaluation shall be reasonably related to the job description and performance targets/goals and objectives. The additional pieces are already in the original contract, but only moved to a new location in the contract. Mr. Riall asked if the board, in negotiating the contract, has the privilege to submit a modified/revised contract, and Mr. Abrams said it does. Mr. Riall asked if the differences will be worked out and provided prior to the meeting next week, because

he only wants to make certain that the powers that be work together with the board attorney and the superintendent so something is available before the next meeting. Mr. Ramsey asked if he understands that at this time the board is looking at the length of the extension of the contract? Mr. Abrams stated he believes the board needs to state clearly that it wants to renew and the length of time to extend the contract, and he believes the board should consider specific special education goals in the goals and objectives (those established through the CAP) as well as graduation rates.

Mr. Rachal asked if he understands correctly that we are agreeing to make an offer, but we will not have the details (how long, etc.)? Mr. Abrams said you will have the details before the next meeting. Mr. Rachal asked Dr. Dawkins if he will be requesting any additions/deletions to the existing contract? Dr. Dawkins responded that he only just received the information presented and he will review his contract versus Act 1 and the provisions there. Mr. Rachal asked if, outside the provisions of Act 1, there are any additional provisions he as the superintendent is expecting. Dr. Dawkins said he will not respond to that at this point, but he will review everything. Mr. Rachal asked that the board have this by Friday and not receive it at 2:00 on Tuesday. Mr. Ramsey responded he believes the superintendent needs the time to review it; and if he needs until Monday, he is o.k. with that. Dr. Dawkins stated he has some concerns relative to what the state has included; and he will review and make his decisions, which will be very clear. Mr. Rachal also asked if all the information will be available by Friday. Mr. Ramsey said he is available and Mr. Abrams stated that at this time the superintendent needs to share with him what he wishes to see in his contract; and at that time, he will present it to the Board President. Mr. Rachal also asked for a copy of the existing contract.

Mrs. Armstrong asked if she understood correctly that if board members have specific items they desire to see in the contract, they should contact Mr. Abrams and Mr. Abrams responded that board members should contact the Board President. He also stated that he and the Board President will meet with the superintendent and part of the negotiations will be if the superintendent agrees with something being in the contract or if it is appropriate that something is included in the contract.

Mr. Hooks asked for clarification and doesn't a 6-6 vote to renew the superintendent's contract mean the motion dies on the floor? Mr. Abrams explained that the superintendent's contract states he has to have notice as to whether or not the board intends to renew or extend the contract. A 6-6 vote is no action by the board, and doesn't tell the superintendent yes or no. Mr. Hooks asked if that is only for this motion or any motion, because he remembers his motions dying on the floor because of a tie vote. Mr. Abrams said it doesn't die, but it does not pass. He further explained that the statute states a majority vote of the board will extend the contract, unless you have a majority vote of the board not to extend the contract, thus a 6-6 vote is the same as doing nothing.

Ms. Priest asked if this is something new, because she does not remember in previous contract renewals that board members were to notify the Board President of those items they wished added to the superintendent's contract? Mr. Abrams stated that the last renewal was only an extension; and with this renewal, the State Statute requires that performance objectives be included in the superintendent's contract (listed in Exhibit A).

Mr. Riall asked Mr. Abrams if a motion is made to renew the superintendent's contract and the vote is 7 for and 5 against, it is renewed; and if the vote is 7 against and 5 for, it is not. Mr. Abrams said that is correct. Mr. Riall asked what will happen to the contract if the vote is 6-6? Mr. Abrams stated that the board has not given the superintendent any direction on what it intends to do, and his contract states that a failure to provide notice of an extension by the deadline (February 11), the contract will automatically extend for one year past the expiration date and then it will expire.

Mr. Pierson stated he believes the board is hung up on a 6-6 vote, because whether the motion is to renew or not to renew, if the vote is 6-6, the motion still fails and the board has done nothing. Mr. Rachal said he is still not clear, because a 6-6 vote on any other item means the motion fails, and Mr. Abrams said that is correct because it means whatever was being proposed, the board did not approve. Mr. Rachal said he doesn't understand, because in the past if a board member made a motion and the vote was 6-6, it was noted that the motion failed. Mr. Ramsey added that on a 6-6 vote, the motion does not go forward as presented and this item is the same; however, it's the verbiage provided in the superintendent's contract and State Statute. Mr. Abrams further explained that State Statute says the board has to approve the renewal of a contract with the approval of the majority of the board, unless the board by a majority of the board votes not to extend the contract, and the superintendent's contract states if you do not advise the superintendent if the board intends to renew or not (which according to statute takes a majority vote either way), then his contract renews for one year.

Miss Green asked Mr. Abrams to clarify if this is ours or the State's; and Mr. Abrams said it is ours. Miss Green asked if the board desires to change the contract, re: superintendent's bonus, for example, can the board do so, and Mr. Abrams said the board can. Miss Green asked not knowing what the board will do, what happens if it is not renewed? Mr. Abrams responded if the board makes a motion to extend the contract based upon the terms approved by the board, it will be an offer to the superintendent. Within this motion, seven board members could say they want the performance bonus removed from the contract, then that is eliminated from the contract. If everything remaining in the contract is approved by the board, then the proposed contract, with the elimination of the bonus, is presented to the superintendent. If the superintendent doesn't agree, he has 30 days to respond back to the board whether or not he agrees with the removal of the bonus; and if the board does not agree, there is no contract. At that point what happens is there was action by the board and notice provided to the superintendent to extend the contract based on the conditions; but if the superintendent does not accept it, the contract will expire on August 11th of this year (because the board complied with the contract and did give notice).

Mrs. Crawford asked why it cannot be done in two parts – the State-required changes and then a separate item for the renewal and possible revisions. Mr. Abrams said there is a deadline of February 11th for the board to give the superintendent notice along with the terms and conditions.

Superintendent Dawkins stated that he will review the information from the State and present a contract extension that hopefully is reflective of the work and the needs of the District.

ADDITIONS

Mrs. Crawford requested an item under Superintendent's Report addressing late school buses.

Mr. Ramsey proposed Items 8.03-8.05, 8.07-8.08 and 13.01 as the consent agenda. *Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the January 15, 2013 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jon Glover, speaking to the board as a constituent, grandparent and concerned citizen, stated that deceit, deception, impropriety, and integrity are truths that define one's character, with character being the action taken to carry out the values, ethics and morals one believes in, and being consistent in what one says, what one will do and what one actually does and putting them into practice. She further stated that aside from the obvious, the same character defines, builds or breaks your reputation and asked the board if it can see where the line of communication is going? Ms. Glover said that each board member has been granted an authority to implement

good, sound decisions on recommendations brought before the board by the superintendent. She added that when each one on the board conclusively supports recommendations, they should be ready to answer any questions that may arise from such suggestions; and it is incumbent upon each board member to assess any issue or recommendation brought forth in an effort to offset such questions being proposed. If the board cannot be looked to for protecting our interests, she asked where should one go for help? She said they will oppose any decision that brings cause for this action and implored the board when it offers its support, that every aspect is addressed regarding an issue or concern to avoid any impropriety that may arise; because if trust, integrity, deceitful practices, deceptive tactics, and impropriety presents a problem. She ended her comments with a quote from William Penn that “what is wrong is wrong even if everyone is doing it. Right is still right even if no one else is doing it”.

Tafta Rogers, teacher, expressed her appreciation to the board for the proposed policy to accommodate nursing mothers, allowing teachers to return to the classroom rather than taking extended leaves.

Jackie Lansdale, president of Red River United, expressed the organization’s support of the proposed bond renewals in encouraging the public to support public education for all boys and girls by supporting these renewals. She also stated that part of that support is paying teachers and school employees appropriately and reminded the board there has not been a pay increase in the past five years. Mrs. Lansdale also asked the board to recognize the importance of where real reform needs to be and that is providing a preK program in every school in Caddo Parish with extended day and year for those who need it. She added that she will do everything possible to get the public’s support for public schools in Caddo Parish.

Adjournment. *Mrs. Crawford moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:10 p.m.*

January 15, 2013

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 15, 2013 with President Larry Ramsey presiding and board members Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, and Dottie Bell present being a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawley led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 18, 2012 CPSB MEETING

Mr. Rachal moved, seconded by Mr. Hooks, to approve the minutes of the December 18, 2012 CPSB meeting as submitted. Vote on the motion carried unanimously.

RECOGNITIONS

Superintendent Dawkins announced that recognitions scheduled for tonight have been moved to the first meeting in February because of the inclement weather.

President Ramsey made a presentation to Steve Riall in appreciation for his service and leadership to the Board as President during 2012. Mr. Riall thanked the Board and expressed his appreciation to the Board for its confidence in him to serve in this position.

VISITORS

Earnestine Coleman, President of the Fair Park PTSA, expressed concern that Fair Park has been labeled an academically unacceptable school and asked what has the Board done to address this problem and bring it back. She noted the many things the Alumni Association has done; and the Board continues to ask for help from the community, but when the community steps up, the Board rejects what it brings or has to offer. Mrs. Coleman reminded the Board members that each ran for the office in which they hold in order to bring about a positive change and to help the students; and if the Board does not help all of the children, what does this tell the communities? She encouraged the Board to look at Fair Park and its Alumni, along with the list of all that the Alumni has done, and know the help is there, but the Board has rejected it.

Kevin Fortson addressed the Board on behalf of the Fair Park Alumni and Mrs. Cathy Bonds. He said he is angry, appalled, frustrated and disgusted at the wasted time by the Board and Superintendent and the efforts to undermine a fair and equivalent education of Fair Park students. He stated his disagreement with comments made by Board members that Mrs. Bonds' only reason for being at Fair Park is to save the historical significance of the Fair Park building, because this is not the truth. He noted her work as a volunteer for the last six years at Fair Park investing and building relationships with students, parents, teachers and alumni. Mr. Fortson said he believes time, money and manpower have been wasted, and the constituents are tired of the current Board's wasteful management and spending. He said he believes it is a personal attack on Mrs. Bonds and challenged the Board to not do anything against this humble servant, but to do the right thing and move the Fair Park Alumni office back to its original location in the main corridor.

Karen Rothell stated she believes the heart of every campus is the professional school counselor; and in light of the proposed change to Bulletin 741 by Superintendent John White, they are anxious about how these changes will affect students across the state. With school counselors being an integral part of the educational team, they were extremely excited when the State of Louisiana invested money, resources and time in revamping the Louisiana School Counseling

model and those revisions are currently underway to design programs that address the academic development, personal social development, and career development of every student. With classroom teachers being charged to develop children academically and principals charged with the management of the school, it is the professional school counselor that addresses the whole child; and without them in the schools, students will suffer. Ms. Rothell also noted that in light of the recent events in Connecticut, the timing is critical for counselors to be in the schools to help students and the proposed change to Bulletin 741 is a mistake and an injustice to the children in Louisiana. She expressed appreciation to the Board for recognizing this and taking a strong stand against these proposed changes and support for all children.

Frederic Washington asked the Board members if they had ever watched a Caddo Parish School Board meeting; and if not, he encouraged them to do so. He said he brings this to their attention because he believes all who see it, see adults acting as 6th graders in a Social Studies classroom on a day with a substitute teacher. He said there is more time spent discussing “dead” subjects than there is discussing the children and faculty that are suffering. Mr. Washington encouraged Board members to either vote for it or against it and move forward. He likened the Caddo Board to the Orleans Parish School Board pre-Katrina and encouraged the Board to become more children oriented.

Jackie Lansdale, president of Red River United, stated the appreciation for the Board’s approval of the additional \$100 M&S money and for the resolution of support to BESE regarding the school counselors and maintaining a staffing ratio for them in Caddo schools. Mrs. Lansdale also expressed appreciation for the approval of the lactation policy and that she believes this is indicative of where the District stands in support of new mothers and employees returning to the classroom. She also encouraged the Board to further look at adjusting the current maternity leave policy (GCBD and GDBD) because it currently is not a part of the extended sick leave policy and adjustments might encourage new mothers to return to the classroom. Mrs. Lansdale encouraged the Board to continue to work together as this indicates its support of the classroom which speaks volumes when addressing the public for their continued support of public education. In looking at the Board’s consideration of the Superintendent’s contract, Mrs. Lansdale stated that while they do not have a position in this regard, they do support a contract.

Chester Kelly addressed the Board on the relocation of the Fair Park Alumni Office, seeking an Attorney General’s opinion and the Superintendent’s Contract. Mr. Kelly stated it disturbs him that some feel the need to seek an Attorney General’s opinion about ethics, because last month he addressed legislation that supposedly tied the Board’s hands relative to what it can and cannot do to provide input to the Superintendent. He said he believes there is a misunderstanding as to the Board’s power, because he believes he along with the others in the room are the voters and should be the most powerful and should have a way to reach the daily operations of the school system, which is through the elected officials. Mr. Kelly said he does not see the need to seek an Attorney General’s opinion regarding ethics, because he doesn’t believe the AG will believe he needs to rule on such a matter. Regarding the Fair Park Alumni office, Mr. Kelly stated he believes the resolution to this matter is somewhat ridiculous and the position should be that the Board strongly encourages the development of alumni associations because of the positive impact they have on the schools in general. He also shared with the Board many awards he has received; however, they do not hold a candle to what Mrs. Bonds has done for the Fair Park Alumni Association, and the Board should recognize her for six years of dedication to the children at Fair Park High School. He also stated that while he has nothing personal against the Superintendent, he has seen nothing during his term that would cause him to think that his contract should be renewed and suggested that the Board not renew his contract.

Joe Huffman expressed his support of the Fair Park Alumni Association and the value of an alumni association on a school campus. He said he grew up in Queensborough, he and his family are Fair Park people, and he has always been a Fair Park Indian but clearly he believes

this issue is more than about an alumni association or Mrs. Bonds, but it is about a continuation of the efforts to remove Fair Park as a high school, but he assured everyone that no matter where the alumni association is located, it is not going away. Its members are citizens, voters, and they believe in the children of Queensborough and Mooretown.

Glen Davenport said he is hesitant to appear before the Board because he fears retaliation and intimidation. He noted that he is the employee who has been harassed constantly about his reported activities that are in violation of the Caddo Parish School Board's weapons policy. Mr. Rachal asked that staff follow up on this.

Jon Glover, speaking in her capacity as a constituent, asked the Board if it is their brother's keeper? She noted that the Superintendent has brought to the Board recommendations that would prompt such a question being asked, and she asked did the Board consider the effect when adopting the compensation plan which decreased salaries; did Vision 2020 affect anyone positively because AU schools were joined with other AU schools; did Ombudsman offer the different perspective of managing students with discipline concerns? While it may be a little less expensive, Ms. Glover said this was due to the alteration in the hours and not in how parents would be affected. She said typically such a question would not be needed if there were no concerns or issues; but she has seen too often where the Superintendent has brought recommendations, some even questionable, and the Board's support was aligned thereto. She asked if the Board was seeking to be its brother's keeper. If so, she asked what does this exemplify? She said differences must be put aside in an effort to put the children first

Gladys Starks reiterated everyone's comments on the Fair Park Alumni issue, and she added if one gets in the way of what God wants, He will knock them out of the way. Mrs. Starks said Mrs. Bonds has set the tone for six years at Fair Park and she believes this has more to do than just a room, but there are those who are intimidating and not speaking to her in the appropriate tone. She believe the Fair Park Alumni Office should be relocated to its original office and that the Board should not be involved in this. Mrs. Starks noted that Mrs. Bonds loves the students at Fair Park and that is what is needed at their school.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted items for the Board's consideration and President Ramsey announced that items 6.02, 7.01, 8.02-8.06, 8.07-8.08 and 13.01. *Mr. Rachal moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously* and the following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of November 16, 2012 – December 20, 2012 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Sale of Laurel Street Property. The board approved acceptance of the bid of Galilee Baptist Church, totaling \$306,000, as recommended by staff and submitted in the mailout.

Item No. 8

8.02 Resolution Requesting BESE to not Change the Counselor Allotment. The board approved the proposed resolution requesting that BESE not change the counselor allotment as presented at Board member stations.

8.03 Accommodation for Nursing Mothers. The board approved the proposed policy for providing accommodation for nursing mothers as submitted in the mailout.

8.04 Out of State Travel. The board moved to approve requests for out of state travel funded through the General Fund as submitted in the mailout.

8.05 Renewal of Special Taxes. The board approved the following resolution ordering and calling for a special election to be held in the Parishwide School District of Caddo Parish, Louisiana, to authorize the renewal of special taxes therein; making application to the State Bond Commission in connection therewith; and providing for other matters in connection therewith:

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

SECTION 1. Election Call. Subject to the approval of the State Bond Commission, and under the authority conferred by Article VI, Sections 30 and 32 and Article VIII, Section 13(C) of the Constitution of the State of Louisiana of 1974, the applicable provisions of Chapter 5 and Chapter 6-A of the Louisiana Election Code, and other constitutional and statutory authority, a special election is hereby called and ordered to be held in the District on **SATURDAY, MAY 4, 2013**, between the hours of seven o'clock (7:00) a.m., and eight o'clock (8:00) p.m., in accordance with the provisions of La. R.S. 18:541, and at the said election there shall be submitted to all registered voters qualified and entitled to vote at the said election under the Constitution and laws of this State and the Constitution of the United States, the following propositions, to-wit:

PROPOSITION NO. 1
(MILLAGE RENEWAL)

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 17.11 mills tax on all the property subject to taxation in the District (an estimated \$27,842,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of providing funds for operation, maintenance and additional support of public elementary and secondary schools in Caddo Parish, Louisiana?

PROPOSITION NO. 2
(MILLAGE RENEWAL)

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 6.86 mills tax on all the property subject to taxation in the District (an estimated \$11,163,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of acquiring sites for and the construction and improvement of public school buildings and other public school facilities in Caddo Parish, Louisiana?

PROPOSITION NO. 3
(MILLAGE RENEWAL)

Shall the Parishwide School District of Caddo Parish, Louisiana, levy an 11.26 mills tax on all the property subject to taxation in the District (an estimated \$18,323,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2015 and ending with the year 2024, for the purpose of providing additional support to public elementary and secondary schools in Caddo Parish, including the acquisition, replacement and maintenance of microcomputers, buses, air conditioners, and other equipment, and for the operation and maintenance of the public school system of Caddo Parish, Louisiana?

SECTION 2. Publication of Notice of Election. A Notice of Special Election shall be published in *The Times*, a newspaper of general circulation within the District, published in Shreveport, Louisiana, and being the official journal of the District, once a week for four consecutive weeks, with the first publication to be made not less than forty-five (45) days nor more than ninety (90) days prior to the date of the election, which Notice shall be substantially in the form attached hereto as "Exhibit A" and incorporated herein by reference the same as if it were set forth herein in full.

SECTION 3. Canvass. This Governing Authority shall meet at its regular meeting place, the Board Room, 1961 Midway Avenue, Shreveport, Louisiana, on **TUESDAY, JUNE 18, 2013**, at **FOUR-THIRTY O'CLOCK (4:30) P.M.**, and shall then and there in open and public session proceed to examine and canvass the returns and declare the results of the said special election.

SECTION 4. Polling Places. The polling places set forth in the aforesaid Notice of Special Election are hereby designated as the polling places at which to hold the said election, and the Commissioners-in-Charge and Commissioners, respectively, will be the same persons as those designated in accordance with law.

SECTION 5. Election Commissioners; Voting Machines. The officers designated to serve as Commissioners-in-Charge and Commissioners pursuant to Section 4 hereof, or such substitutes therefor as may be selected and designated in accordance with La. R.S. 18:1287, shall hold the said special election as herein provided, and shall make due returns of said election for the meeting of the Governing Authority to be held on Tuesday, June 18, 2013, as provided in Section 3 hereof. All registered voters in the District will be entitled to vote at the special election, and voting machines shall be used.

SECTION 6. Authorization of Officers. The Secretary of the Governing Authority is hereby empowered, authorized and directed to arrange for and to furnish to said election officers in ample time for the holding of said election, the necessary equipment, forms and other paraphernalia essential to the proper holding of said election and the President and/or Secretary of the Governing Authority are further authorized, empowered and directed to take any and all further action required by State and/or Federal law to arrange for the election, including but not limited to, appropriate submission to the Federal Department of Justice under Section 5 of the Federal Voting Rights Act of 1965, as amended.

SECTION 7. Furnishing Election Call to Election Officials. Certified copies of this resolution shall be forwarded to the Secretary of State, the Clerk of Court and *Ex-Officio* Parish Custodian of Voting Machines of Caddo Parish and the Registrar of Voters of Caddo Parish, as

notification of the special election, in order that each may prepare for said election and perform their respective functions as required by law.

SECTION 8. Application to State Bond Commission. Application is made to the State Bond Commission for consent and authority to hold the special election as herein provided, and in the event said election carries for further consent and authority to continue to levy and collect the special taxes provided for therein. A certified copy of this resolution shall be forwarded to the State Bond Commission on behalf of this Governing Authority, together with a letter requesting the prompt consideration and approval of this application.

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Steve Riall	<u> X </u>	_____	_____	
Jasmine Green	<u> X </u>	_____	_____	
Carl A. Pierson, Sr.	<u> X </u>	_____	_____	
Charlotte Crawley	<u> X </u>	_____	_____	
Curtis Hooks	<u> X </u>	_____	_____	
Mary Trammel	<u> X </u>	_____	_____	
Lillian Priest	<u> X </u>	_____	_____	
Bonita Crawford	<u> X </u>	_____	_____	
Barry F. Rachal	<u> X </u>	_____	_____	
Larry Ramsey	<u> X </u>	_____	_____	
Ginger Armstrong	<u> X </u>	_____	_____	
Dottie Bell	<u> X </u>	_____	_____	

And the resolution was declared adopted on this, the 15th day of January, 2013.

Secretary	President
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EXHIBIT "A"

NOTICE OF SPECIAL ELECTION

Pursuant to the provisions of a resolution adopted by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of the Parishwide School District of Caddo Parish, Louisiana (the "District"), on January 15, 2013, NOTICE IS HEREBY GIVEN that a special election will be held within the District on **SATURDAY, MAY 4, 2013**, and that at the said election there will be submitted to all registered voters in the District qualified and entitled to vote at the said election under the Constitution and Laws of the State of Louisiana and the Constitution of the United States, the following propositions, to-wit:

PROPOSITION NO. 1
(MILLAGE RENEWAL)

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 17.11 mills tax on all the property subject to taxation in the District (an estimated \$27,842,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of providing funds for operation, maintenance and additional

support of public elementary and secondary schools in Caddo Parish, Louisiana?

**PROPOSITION NO. 2
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 6.86 mills tax on all the property subject to taxation in the District (an estimated \$11,163,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of acquiring sites for and the construction and improvement of public school buildings and other public school facilities in Caddo Parish, Louisiana?

**PROPOSITION NO. 3
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy an 11.26 mills tax on all the property subject to taxation in the District (an estimated \$18,323,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2015 and ending with the year 2024, for the purpose of providing additional support to public elementary and secondary schools in Caddo Parish, including the acquisition, replacement and maintenance of microcomputers, buses, air conditioners, and other equipment, and for the operation and maintenance of the public school system of Caddo Parish, Louisiana?

The said special election will be held at the following polling places situated within the District, which polls will open at seven o'clock (7:00) a.m., and close at eight o'clock (8:00) p.m., in accordance with the provisions of La. R.S. 18:541, to-wit:

PARISHWIDE POLLING PLACES	
Precinct	Location
001	Northside Elementary School, 1950 Northside Road, Shreveport
002	Lakeview United Methodist Church, 5550 S. Lakeshore Drive, Shreveport
003	Bethune Math/Sci Middle Academy, 4331 Henry Street, Shreveport
004	Southern Hills Elementary School, 9075 Kingston Road, Shreveport
005A	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport
005B	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport
006	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
007	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport
008	Shreve City Baptist Church, 2810 Knight Street, Shreveport
009	Shreve Island Elementary School, 836 Sewanee Place, Shreveport
010	A. C. Steere Elementary School, 4009 Youree Drive, Shreveport
011	Arthur Circle Elementary School, 261 Arthur Street, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
012	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
013	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
014	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport
015	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
016	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport
017	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
020	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
021	South Highland Elementary School, 831 Erie Street, Shreveport
022	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
023	Fairfield Avenue Elementary Magnet, 6215 Fairfield Avenue, Shreveport
024	South Highland Elementary School, 831 Erie Street, Shreveport
025	Werner Park Elementary School, 2715 Corbitt St./Hearne Ave. Ent., Shreveport
026	Betty Virginia Park Recreation Building, 4010 Line Avenue, Shreveport
027	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport
028	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
029	B T Washington New Tech High School, 2104 Milam Street, Shreveport
030	Atkins Branch Shreve Memorial Library, 3704 Greenwood Road, Shreveport
031	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
032	Mall St. Vincent, 1133 St. Vincent Avenue , Shreveport
034	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport
035	Linwood Public Charter School, 401 W. 70th Street, Shreveport
036	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport
037	Queensborough Elementary School, 2701 Catherine Street, Shreveport
038	Caddo Middle Career & Technology School, 6310 Clift Avenue, Shreveport
039	J S Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport
040	Credit and Recovery Center, 401 N. Holzman Street, Shreveport
041	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport
042	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport
043	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport
044	Shreveport Job Corps Center, 2800 W. College Street, Shreveport
045	Lakeshore Elementary School, 1807 San Jacinto Avenue, Shreveport
046	Fair Park College Prep High School, 3222 Greenwood Road, Shreveport
047	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
048	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport
049A	Youree Drive Middle School, 6008 Youree Drive, Shreveport
049B	Youree Drive Middle School, 6008 Youree Drive, Shreveport
050	Caddo Middle Magnet School, 7635 Cornelious Lane, Shreveport
051	81st Street ECE Center, 8108 Fairfield Avenue, Shreveport
052	Woodlawn Leadership Academy, 7340 Wyngate Blvd., Shreveport
053	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport
054	Judson Elementary Fundamental Magnet School, 3809 Judson Street, Shreveport
055	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport
056	University Elementary School, 9900 Smitherman Drive, Shreveport
057	Pine Grove Elementary School, 1700 Caldwell Street, Shreveport
058	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport
059	Linwood Public Charter School, 401 W. 70th Street, Shreveport
060	Morning Star Baptist Church, 5340 Jewella Avenue, Shreveport
061	Mooretown ECE Center, 3913 Powell Street, Shreveport
062	Southwood High School, 9000 Walker Road, Shreveport
063	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport
064	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
065	Southwood High School, 9000 Walker Road, Shreveport
066	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville
067	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
068	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport
069	Westwood Elementary School, 7325 Jewella Avenue, Shreveport
070	Westwood Elementary School, 7325 Jewella Avenue, Shreveport
071	J.S. Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport
072	Baptist Student Center, LSU-S, Building #43 One University Place, Shreveport
073	David Raines Center, 1625 David Raines Road, Shreveport
074	Northside Elementary School, 1950 Northside Road, Shreveport
075	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport
076	University Elementary School, 9900 Smitherman Drive, Shreveport
077	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
078	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport
079	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport
080	Mooretown ECE Center, 3913 Powell Street, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
081	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport
082	North Highlands Elementary School, 885 Poleman Road, Shreveport
083	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport
084	Western Hills Baptist Church, 4153 Pines Road, Shreveport
085	Huntington High School, 6801 Raspberry Lane, Shreveport
086	Oak Park Elementary School, 4941 McDaniel Drive, Shreveport
087	Huntington High School, 6801 Raspberry Lane, Shreveport
088	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
089	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport
090A	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport
090B	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport
091A	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport
091B	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport
092	Forest Hill Elementary School, 2005 Francais Drive, Shreveport
093	Southern Hills Elementary School, 9075 Kingston Road, Shreveport
094	Summerfield Estates, 9133 Baird Road, Shreveport
095	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport
097	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport
098	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport
099	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
100	Huntington High School, 6801 Raspberry Lane, Shreveport
101	University Elementary School, 9900 Smitherman Drive, Shreveport
102	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
103	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport
104	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
105	Caddo Fire District #4, 8240 Colquitt Road, Keithville
106	Northwood High School, 5939 Old Mooringsport Road, Shreveport
107	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
108	University Elementary School, 9900 Smitherman Drive, Shreveport
109	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
110	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
111	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
112	University Elementary School, 9900 Smitherman Drive, Shreveport
113	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
114	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
115	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport
122A	The Police/Fire Academy, 6440 Greenwood Road, Shreveport
122B	The Police/Fire Academy, 6440 Greenwood Road, Shreveport
123	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville
125	Keithville Elementary/Middle School, 12201 Mansfield Road, Keithville
126	Faith Baptist Church, 10525 Linwood Avenue, Shreveport
127	LSU Pecan Station, 10300 Harts Island Road, Shreveport
128	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
129	Shreve Island Elementary School, 836 Sewanee Place, Shreveport
130	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport
132	Caddo Fire District #4, 8240 Colquitt Road, Keithville
133	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
134	West Shreve Memorial Branch Library, 4380 Pines Road, Shreveport
135	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport
136A	Blanchard Elementary School, 402 Birch Avenue, Blanchard
136B	Blanchard Elementary School, 402 Birch Avenue, Blanchard
137	Northwood High School, 5939 Old Mooringsport Road, Shreveport
138	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
139	Caddo Fire District #7, 122 Croom Street, Mooringsport
140	Caddo Fire District #7 Substation #4, 312 Gray Street, Belcher
142	Oil City Community Center, 310 Savage Street, Oil City
143	Vivian Elementary/Middle School, 100 W. Kentucky Avenue, Vivian
144	North Caddo Branch Library, 615 N. Pine Street, Vivian
145	Caddo Fire District #7 Substation #2, 5487 Adger Street, Gilliam
146	Ida Means Community Center, 6955 Cedar Lane, Ida
149	Rodessa Village Hall, 10093 Main Street, Rodessa
150	Ida Means Community Center, 6955 Cedar Lane, Ida
151	Hosston Village Hall, 15669 US Hwy. 71, Hosston
154	Gilliam Village Hall, 12825 Main Street, Gilliam
155	Belcher Village Hall, 411 Charles Street, Belcher
156	Oil City Community Center, 310 Savage Street, Oil City

PARISHWIDE POLLING PLACES	
Precinct	Location
157	Caddo Fire District #7, 122 Croom Street, Mooringsport
158	Blanchard Elementary School, 402 Birch Avenue, Blanchard
159	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood
160	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
161	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
162	Caddo Fire District #4, 8240 Colquitt Road, Keithville
163	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
164	Blanchard Elementary School, 402 Birch Avenue, Blanchard
165	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood
166	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport

The polling places set forth above are hereby designated as the polling places at which to hold the said election, and the Commissioners-in-Charge and Commissioners, respectively, shall be those persons designated according to law.

The said special election will be held in accordance with the applicable provisions of Chapter 5 and Chapter 6-A of Title 18 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and the officers appointed to hold the said election, as provided in this Notice of Special Election, or such substitutes therefor as may be selected and designated in accordance with La. R.S. 18:1287, will make due returns thereof to said Governing Authority, and NOTICE IS HEREBY FURTHER GIVEN that the Governing Authority will meet at its regular meeting place, the Board Room, 1961 Midway Avenue, Shreveport, Louisiana, on **TUESDAY, JUNE 18, 2013, at FOUR-THIRTY O'CLOCK (4:30) P.M.**, and shall then and there in open and public session proceed to examine and canvass the returns and declare the results of the said special election. All registered voters of the District are entitled to vote at said special election and voting machines will be used.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 15th day of January, 2013.

ATTEST:

President

Secretary

8.07 Request for Consent to Assignment of Lease(s) TX/LA EXCO Operating Co., LP to EXCO/HGI JV Assets, LLC. The board approved the request for consent to the assignment of leases with TX/LA EXCO Operating Co., LP to EXCO/HGI JV Assets, LLC as recommended by staff and submitted in the mailout.

8.08 Request for Long-term Use of One or All of the Off-line Schools (Hillsdale, West Shreveport, Central) by the Shreveport Training Academy. The board approved the request for long-term use of one or all of the off-line schools (Hillsdale, West Shreveport, Central) by the Shreveport Training Academy as recommended by staff and submitted in the mailout.

Item No. 13

Executive Session. Student Readmission Appeal. The board approved the student readmission appeal for J.K. The parents are in agreement with staff's recommendation.

PERSONNEL RECOMMENDATIONS

President Ramsey explained that speakers' comments can be general, i.e. filling the position or not filling the position, procedures, etc., but nothing relating to the specific individual.

Jon Glover stated that, in an effort to avoid any acts of impropriety, it behooves each Board member to address the recommendation offered by the Superintendent for the position of Supervisor of Buildings and Grounds. She noted that the individual has some 20 years. *President Ramsey reminded the speaker that there are to be no comments related to the individual at all.* Ms. Glover stated if she does not call a name, no one knows who she is speaking of. President Ramsey stated it is a personnel issue and if comments are specific to an employee's employment, that employee needs to be given notice. He added it is acceptable for general comments relative to filling the position or against filling the position; but comments relative to any detail about an employee are not acceptable. Ms. Glover asked for verification as to what she has the right to say and what she does not have the right to say. Mr. Abrams explained that comments cannot be made that in any way discuss the competence of an employee or whether or not an individual is appropriate for the job, because this employee is listed and there are no additional recommendations. Ms. Glover continued her comments stating there are issues recognized that would prohibit this position being filled; because when a promotion of one that offers divisiveness..... *President Ramsey again reminded the speaker that the comments are related to an individual.* Ms. Glover stated she believes her comments are being critiqued before she can even complete them and asked if her statement could be reviewed before she continued? Mr. Ramsey stated that it is the Board's policy to not get into any argument with or reply to any speaker, and Ms. Glover responded that she is not arguing. Ms. Glover continued that possibly no one wants to be reminded of attitudes and behaviors that could permeate emphasis in a negative way, yet that is what we are faced with. She added they are not willing to relive such attitudes and behaviors and implored each Board member to encourage the Superintendent to set aside this recommendation. Times are tedious and emotions are running rampant and those who do not mirror unity should not be in the forefront of any organization. If this happens, she questions what this says about the Board; and she closed with the following William Penn statement: "What is wrong is wrong even if everyone is doing it. Right is still right even if no one is doing it."

Mr. Rachal moved, seconded by Mr. Riall, to approve the recommendation as submitted by administration. Vote on the motion failed with Board members Riall and Rachal supporting the motion and Board members Green, Pierson, Crawley, Hooks, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

RELOCATION OF FAIR PARK ALUMNI OFFICE

Mr. Hooks moved, seconded by Charlotte Crawley, that the Fair Park Alumni Office be moved back to its original location; and in the event the original location is not a possibility, that a comparable, accessible office will be provided.

Mr. Hooks stated that his heart is heavy because he is reminded of his mother who served as the PTA president and when she passed in 2001, the late Albert Moody shared with him at her funeral how she saved him many times with all the fund raisers she headed up. He stressed the importance of the alumni office being accessible and available to students, teachers, principals, parents and members of the alumni. He noted the list of projects that the Fair Park Alumni has

done for the students and school, and the Alumni Director was responsible for bringing programs and textbooks to the school at no cost to the school. Mr. Ramsey reminded Mr. Hooks that the motion is relative to the location of the office and asked him to get to this as quickly as possible. Mr. Hooks said with accessibility comes opportunity for the Alumni Director to get to know students and being able to provide recommendations for students who might wish to further their education and/or get employment. By developing relationships with students, the Alumni has been successful in encouraging students' involvement in programs such as the Honor Society and even provide these students with what they need to be a part of this program. Mr. Hooks noted that many Fair Park graduates enjoy visiting Fair Park and when doing so, visiting the Alumni office, but the elderly find it difficult to get to an office that is not easily accessible. He closed his comments by saying these are only a few of the needs for an accessible location and noted that the previous location (Room 103) is not a part of the administrative offices. When former graduates are ready and willing to invest in the lives of students at Fair Park, he can't think of anything better; and asked why would we push the Alumni Association to the back of the building and not support this group. He added that Superintendent Dawkins promised that Room 103 would remain the Alumni Office, and he believes a man's word should be his bond.

Mrs. Crawley stated that she cannot compete with all those present today who shared their feelings relative to this issue and stated she believes supporting this is the right thing to do.

Mr. Rachal stated his support of the Alumni and he believes this is a no-nonsense decision. He added he has felt like we have been kicking the Fair Park Alumni Association to the curb and he hopes this will resolve this and turn things around.

Mrs. Crawford stated she is a tried and true public school advocate and spent 25 years volunteering in Caddo Parish schools. She further added she believes a lot would have been lost had this equity not been placed in these schools and students; even though everyone knew their work was at the pleasure of the school system and the principal. She said it behooved them to resolve any conflict, so she doesn't understand why this issue has not been resolved since it is a relationship that should be continually cultivated and propagated. She also noted the things that the alumni steps up and does for a school at the pleasure of the principal. She also said while she does not like voting on this, Mrs. Crawford said it has been placed in the Board's lap and she encouraged the Board to vote and move forward. Accessibility of alumni associations is key, but she hopes that after tonight the principal and alumni associations will come together and do the right thing.

Mrs. Armstrong said the children will be losers, because it has been the children that have been placed at the forefront of what the Alumni Association has done over the last several years. She said she believes every effort has been made to meet the needs of the students, and students must have accessibility to the executive director of the Alumni Association in order to make their needs known. She added accessibility is the key in this decision and encouraged the Board to support the motion on the floor.

Mr. Riall said accessibility of the Alumni Office is possibly one of the keys to keeping things going; and since he began serving on the Board, he believes a lack of community support has been seen. He said he believes it to be a no nonsense decision when deciding on placing the Alumni Association office, especially when looking at all the Alumni has done for Fair Park.

Ms. Priest noted an earlier statement that school board members should stay out of this. She said Act 1, HB 974, was enacted and became effective on July 1, 2012 and LSA-RS 17:81 was revised to change the duties of school board members and clarify that the Board is to make policy in the interest of all students under the board's jurisdiction with the policies prioritizing student achievement, financial efficiency and workforce development. Ms. Priest said she believes the motion on the floor is asking the CPSB to vote on and take a position on an item that

does not fall within the duties and responsibilities of the Board. *Mr. Hooks called for a point of order in that he believes the speaker is attacking the motion.* President Ramsey ruled that her comments are appropriate in talking to the motion, so the point of order is overruled. Ms. Priest also noted that the statute states that each principal shall be appointed and serve under the direction of the local superintendent and the principal shall have the administrative responsibilities for the direction, activities and administration of the affairs of his or her school, so this item is not one the Board should vote on.

Mr. Hooks asked for a point of information on the explanation that all discussion and arguments on the motion shall be limited to the merits of the motion as he does not believe Ms. Priest was speaking to the merits of the motion. President Ramsey ruled that she did speak to the merits of the motion.

Ms. Trammel asked for clarification that the Board is being asked to vote on an accessible location, and if the current office was provided at a cost to the district? Superintendent Dawkins responded that the cost to renovate the office space was minimal. Ms. Trammel noted the great job done by the Alumni Association, and it has been provided space.

Mr. Rachal stated his disagreement with a fellow board member because he believes the Board has the right and responsibility when elected to represent the people in the community. President Ramsey reminded the Board there is to be no discussion back and forth between Board members. He added that the Board has the responsibility to reach out to the community and ask for help and accept it when it is voluntarily given. If we don't, that is a real issue. President Ramsey reminded the Board that the discussion is away from the merits of the motion, and Mr. Rachal said he is stating his beliefs and why he is voting the way he is voting, which does have merit.

Mrs. Crawley stated that Act 1 was recently found unconstitutional (with the exception of tenure and evaluation of teachers), and she believes the Board needs to be pro-active and approve a policy concerning the location of said offices.

Mr. Pierson stated that his real issue in voting for this, and he applauds Mrs. Bonds and the Alumni's work, is if a teacher on the third floor no longer wants to be on the third floor because of the inconvenience of walking three flights of stairs and asks to be relocated to the first floor, how will the Board respond to such a request? He said it is difficult for him to support the motion on the floor, when he cannot apply it to all situations.

Mrs. Bell moved, seconded by Mr. Pierson, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the motion carried with Board members Pierson, Trammel, Priest, Ramsey and Bell opposed and Board members Riall, Green, Crawley, Hooks, Crawford, Rachal and Armstrong supporting the motion.

Mr. Hooks asked for clarification on a deadline, and Mr. Ramsey stated there wasn't a deadline in the motion.

EMPLOYEE TERMINATION APPEAL AND REQUEST FOR HEARING IN ACCORDANCE WITH CPSB POLICY GBCB-R

Ms. Priest moved, seconded by Ms. Trammel, that the Board uphold the termination of the employee and deny retaliation claim.

Mrs. Crawley moved, seconded by Mr. Hooks that the Board hear oral arguments in accordance with CPSB Policy GBCB-R. Mrs. Crawley stated she is an advocate for due process and it is the

Board that has the final determination. She did state her concern that there was no transcript at Levels 2 and 3, and asked if there were hearings? Mr. Abrams explained there is no Level 2 and 3 in an employee termination appeal; and if an employee is terminated, the appeal goes to Level 4 directly from the termination. He added the same procedures are used for a Level 4 - a transcript is done, which it was, and presented to the Board for a decision. The motion tonight is asking for oral arguments by the attorneys. Mrs. Crawley stated that the recommendation states that the employee hearing it at Level 4 agreed with Levels 2 and 3; and whether or not the Board agrees with the employee, the employee does have the right to due process.

Mr. Pierson asked Mr. Abrams if oral arguments are between attorneys or will the employee be allowed to state their case? Mr. Abrams explained that the employee does not, and attorneys will make arguments in accordance with CPSB policy. The Board has the transcript which includes the employee's side of the case and the attorney briefs, and no additional evidence can be submitted.

Vote on the substitute motion to hear oral arguments failed with Board members Green, Crawley and Hooks supporting the motion and Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on the original motion carried unanimously.

SUPERINTENDENT'S CONTRACT

Mrs. Bell moved, seconded by Ms. Priest, that the Superintendent's employment contract be extended and approved with the following changes: (1) Article 1, that the term of the contract be extended two years until August 11, 2015; (2) that Article 3 be amended as provided in the mailout and on BoardDocs, (3) that Article 6 be amended as provided in the mailout and on BoardDocs, (4) that Article 15 be amended as provided in the mailout and on BoardDocs, and (5) that the performance objectives established in Exhibit A as provided in the mailout and on BoardDocs; and that any noted provision be amended to reflect the changes necessary. Mrs. Bell said the Board's evaluation was satisfactory and she believes the Board needs to extend the Superintendent's contract for the two years. Ms. Priest reiterated Mrs. Bell's comments, and in looking at the accomplishments for 2012, she encouraged the Board to support the extension of the contract.

Vote on the motion to extend the contract failed with Board members Pierson, Trammel, Priest and Bell supporting the motion and Board members Riall, Green, Crawley, Hooks, Crawford, Rachal, Ramsey and Armstrong opposed.

APPROVAL TO SEEK OPINION FROM STATE ATTORNEY GENERAL AND ETHICS COMMISSION, RE: FAIR PARK ISSUE

Ms. Priest moved, seconded by Mrs. Bell, that the CPSB seek an opinion from the State Attorney General's office if the Board has taken an appropriate action to require the Superintendent and principal to allocate space in its buildings and that until such time, the timeline for relocation will be deferred until an opinion is received. Ms. Priest said that as she previously stated, Act 1, and the only language declared unconstitutional was relative to the vouchers and not Board member duties and responsibilities, LSA-RS 17:81 was revised to change the duties of school board members and clarifies that the board is to make policy in the interest of all students under the board's jurisdiction; and that policies shall prioritize student achievement, financial efficiency and workforce development. Also, LSA-RS 17:414.1 provides that each elementary and secondary principal shall be appointed and serve under the direction of the local superintendent of schools and the principal shall have the administrative responsibility for the direction and supervision of the personnel, activities and the administration of the affairs at his or

her school. She explained that the Board Attorney provided Board members information on Act 1 and she doesn't believe the Board is taking its attorney's advice, thus she believes the Board should seek the Attorney General's opinion. Mrs. Bell stated her agreement with Ms. Priest's comments and again stated that she believes the Board is micromanaging and the Legislature says the Board cannot do. Mr. Hooks asked for a point of understanding because the motion passed. Mr. Ramsey explained that this motion stands on its own, so if the motion on the floor passes, the Board's attorney will ask for an opinion as to whether or not the action taken by the Board was appropriate. Mr. Hooks asked if Ms. Priest can seek an opinion from the Attorney General, can he do so as a rebuttal?

Mr. Pierson asked Mr. Abrams what will happen if the Attorney General's opinion supports the fact that the Board should not be interfering? Mr. Abrams explained that if the Board votes to seek an opinion from the Attorney General and the AG rules that the Board should not be micromanaging (or doing whatever was done), he doesn't believe the AG will undo what the Board has done, and that it would be information for future reference. Mr. Pierson stated he believes the Board has put itself in a position to accommodate everyone that comes before them for a room change, so maybe it would serve as reference for future requests.

Vote on the motion failed with Board members Riall, Pierson, Trammel, Priest, Ramsey, and Bell supporting the motion and Board members Green, Crawley, Hooks, Crawford, Rachal and Armstrong opposed.

SUPERINTENDENT'S REPORT

Superintendent Dawkins shared with the board preliminary information from the Transportation Department on late buses.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest announced that the Legislative Luncheon will be held on January 23rd at 11:30 a.m. at the Hilton Downtown. All Board members are invited and encouraged to attend. She also reminded the Board that this year's Legislative Session is a fiscal session and the session begins in April. At this time, she also announced that there has been a good response from the Delegation members. This time will be used to discuss with them the misunderstandings relative the MFP formula as well as other critical issues that affect education.

Miss Green announced that Newton Smith will be planting 20 trees on January 17th in memory of the 20 students who lost their lives in the Connecticut tragedy.

Mr. Rachal requested an update on magnet school populations, i.e. number leaving one school to attend another.

Ms. Priest expressed appreciation from staff on the pilot pre-K program and asked that staff provide her the number of pre-K students on the waiting list in Caddo Parish.

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

February 5, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, February 5, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Hooks led the invocation and Pledge of Allegiance.

**ESTABLISH THE AGENDA AND CONSENT AGENDA FOR FEBRUARY 19, 2013
CPSB MEETING**

Superintendent Dawkins highlighted items for the board's consideration at the February 19, 2013 CPSB meeting and the following discussion ensued.

Bids – Purchasing. Mr. Hooks inquired about the number of bus engines for this bid and Mr. Graham explained there is no set number, but the bid covers engines as they are needed and the cost is between \$7,000 and \$8,000 per engine. Mr. Rachal questioned the line item charged to the General Fund and if these funds are already allocated or are we pulling these funds from reserve, and Mr. Graham responded the funds are already allocated.

Bids – Worley Observatory. Mr. Rachal expressed appreciation to the superintendent and others who worked on this to keep it from being closed down.

Bids – Construction. Mr. Hooks asked staff about the wiring and security bid at Broadmoor, Caddo Middle Magnet and Caddo Middle Career and Technology schools. Steve White explained these are Phase II of the QSCB projects that began last year and should complete all Caddo schools. The projects are in two components, i.e. the data infrastructure (Internet and wireless capabilities), and the backbone of the security system (i.e. cameras, video component). The card swipe is not included in this bid. Mr. Hooks asked if it is a request from the principals? Mr. White responded everyone has asked for the Internet to be upgraded and while doing the wiring, it is more cost effective to do the security at the same time.

Resolutions re: Issuance and Sale of General Obligation School Refunding Bonds. Jim Lee and Grant Schlueter shared a summary sheet from the 2013 refunding issue which refunded the 2005 bond issue and Item 8.01 will finalize this. He added the net savings to the taxpayers is approximately \$1.2 million. Item 8.02 is basically the same, but it refunds the 2006 bond issue, which should bring approximately \$700,000 in savings to the taxpayers.

Mrs. Bell expressed appreciation to Mr. Lee and staff on the AA- rating and she is confident that next year it will be an AA+ rating.

Out of State Travel. Mr. Riall asked staff to clarify School Dude University. Tommy Smith explained this is the school where staff is trained on our computerized work order program.

Request for Long Term Use of Ridgewood. Mr. Rachal asked if there is a standard fee for each facility, because he thought the last request was extremely low. Mr. Woolfolk responded there is a standard fee adopted by the board and noted how the fee for use of Lee Hedges was raised because it was extremely low and may be an area the board wishes to look at in reviewing CPSB policies. Mr. Rachal asked that staff provide him with a copy of the list of fees for facility use.

ID Badges for All Schools. Mrs. Bell noted the backup information provided and the list of schools that currently have the equipment and IDs and those that do not. She explained she is working with Roy Murry who provided an estimate on the cost to add this to all schools. Mrs. Bell asked if each school is allotted so much money annually, and Dr. Dawkins explained there are a variety of ways in which schools receive funding, i.e. Title I, General Fund, Special Education, grants, etc. Mrs. Bell asked if new money is provided each year for each school. Mr. Lee explained there are different General Fund allotments to the schools; and based upon the attendance at each school, the allotments for MFP, textbooks, etc. vary and are received annually. Mrs. Bell asked if Title I money can be used for name badges? Mrs. Parker responded that in the past Title I has been allowed to use Title I money for such items; however, she was required to explain to the state that it was a concern or potentially dangerous situation. She also reminded the Board that if Title I dollars are spent at other schools, the dollars must also be spent on the Title I schools. Mrs. Bell asked Roy Murry about grants as a funding source for Security and ID Badges, and he responded it is possible; however, at this time staff has not seen the release on a possible new REMS grant. Upon talking with the consultant on the last REMS grant, Mr. Murry stated before there is another REMS grant, Congress must have a budget and the grants would follow. Most recently, he explained that grants released have been for training and not as much for equipment, but it is possible. Mrs. Bell stated with the cost being approximately \$11,000 per school, she believes Title I schools can more easily fund the cost. Mr. Murry reminded Mrs. Bell that this was a bid and anything like this must be bid. Mrs. Bell asked staff to look at the possibility of using Title I funds to provide badges in the Title I schools and the possibility of grant funds to defray the cost in non-Title I schools. She noted that each year the District provides a certain number of air conditioned buses, and she believes the Board can provide ID badges to a certain number of middle schools and increase the number each year. Mrs. Bell asked about the possibility of starting with Title I schools and then look at the middle schools and high schools until all are provided ID badges. Mrs. Bell said she will bring this to the board for action on February 19th.

President Ramsey asked that a committee comprised of Mrs. Bell as chair, Miss Green, Mrs. Crawford, Mrs. Armstrong and Mrs. Crawley meet and bring a recommendation to the board.

Resolution Regarding Sale of Laurel Street Property. Miss Green asked staff if the highway (I-49) is coming through this property? Mr. Graham responded that he has no idea.

Superintendent Search. Reggie Abrams shared with the Board how the Superintendent search was conducted in the past. He said there are current board members who were not on the board at the time of the last search, some that actually participated in the search and did a lot of the work, and he shared with the board the process followed in 2008 when the board last sought a new superintendent in Caddo Parish. Mr. Abrams explained that in 2007 the board authorized staff member Burnadine Anderson to have the responsibility of following through with the superintendent search, and she shared with the Board a presentation on the search process followed in 1988, 1995, 1999, and 2003, explaining that the recruiting, hiring and evaluating a superintendent is the board's most important function. As explained by Mrs. Anderson, there were different actions to be taken by the board, which could take place in different meetings, i.e. do the search in-house or hire an executive search firm and determine the range of the search (local, regional or national). From these steps, a timeline was established relative to when a superintendent should be in place, along with the proposed cost for a search. An advisory committee comprised of a representative living in each of the 12 board member districts, and a representative from the employee organizations, PTA, etc., approximately 16 members, was appointed to provide the Board feedback. In the 2007 search, the Board voted for a regional search, a nationally competitive salary and a recommended length of the contract.

He further explained that since the 2007 search did not yield the appointment of a new superintendent, the board then approved an RFP seeking an outside firm to conduct the search

and established a budget for the search, a search which resulted in the hiring of Dr. Gerald Dawkins. Mr. Abrams explained that it is necessary for the board to decide if it wishes to use in-house to conduct the search or create an RFP for hiring an outside agency to conduct the search.

Mr. Ramsey requested that copies of the 2008 RFP and minutes during the search be provided to board members. Miss Green asked if there is a rule on how long the district can go without a superintendent, and Mr. Abrams explained the board would appoint an interim in the absence of a superintendent.

Student Readmission Appeals. Dr. Dawkins announced there will be four student readmission appeals for the board's consideration and backup information will be provided prior to the February 19th meeting.

ADDITIONS

Mr. Lee requested that an item relative to a claim from Risk Management be added to the agenda for February 19th. Mr. Abrams will provide the wording and Mr. Lee will provide the backup.

Mr. Hooks requested that Julie Scruggs bring a report at the next board meeting on the process for selecting students for the magnet program.

Mr. Riall asked that an item be added to the agenda "Proposed Revision to CPSB Policy IGD, Section XI. A." to remove the calendar year limitation under the M to M transfer. Mrs. Bell asked for clarification because backup has not been provided.

Mr. Riall clarified he is asking to remove the one calendar year stipulation under A. which addresses M to M transfers. Mr. Pierson said M to M transfers are not legal for athletic eligibility, which is a LHSAA rule. Mr. Riall further explained that Caddo Parish has a policy and LHSAA has a policy, and he is asking that Caddo's policy be revised and then place it in LHSAA's court because they tend to follow policy. He also explained that the only school affected by this policy is Northwood High School; because every other Caddo high school has the ability to transfer, and because of a magnet program, they are eligible to play.

Mr. Abrams explained the policy currently states that M to M transfers will not create immediate athletic eligibility unless the student attended middle school in the attendance zone of the high school the student wishes to attend for at least one calendar year, and he understands this policy was used to keep immediate eligibility if a student was transferred on an M to M to another school. He also stated he believes this was challenged in Bossier and the decision made that this could not be used as a way for students to receive M to M transfers. Mr. Abrams further stated it looks as if this policy would keep down the transfers and he believes Mr. Riall is stating that Caddo Parish would not put any impediment in place, but let the LHSAA make the decision. He believes this also was challenged in Bossier and was struck down. The question will be if LHSAA will attempt to keep students from being eligible.

Mr. Pierson further stated that Caddo's students attending middle school all across the parish have dual eligibility, and the purpose for the LHSAA rule is to keep students who might get mad at the coach from dropping from one school and enrolling in another school and then possibly jumping to yet another school.

Mr. Rachal asked if he understands that basically the policy is to not hinder students and punish them because they qualify for an M to M transfer. He also stated that it appears to be possible there could be some bouncing back and forth between schools, asked about the possibility of using it only one time. Mr. Abrams stated he would have concerns because moving the requirement gets us out of the deal, and one idea might be that the Louisiana High School

Athletic Association should police it rather than the school system, as M to M issues include a Federal aspect. Mr. Rachal stated his agreement with the idea; however, he too is concerned over the possibility that a student follows the rules but LHSAA could come in and make a different ruling. Mr. Rachal asked Mr. Pierson if he knows that the Athletic Association patrols this and Mr. Pierson confirmed they do, and that each high school pays to be a part of the LHSAA. Mr. Pierson also stated that Caddo can make all the rules it wishes; however, when it comes to athletic eligibility, the LHSAA has the final word and will have a rule that is good statewide. Mr. Pierson stated he does not have an issue of being less restrictive when it comes to the students; however, not all schools will get M to M transfers. Mr. Rachal stated his agreement and he believes if the board approves the proposed revisions, the board has done its part to help the children locally.

Ms. Trammel asked Mr. Riall about the feeder schools for Northwood, and Mr. Riall responded they are Mooringsport, Donnie Bickham, North Highlands and possibly Oil City. Ms. Trammel stated she thought there were a number of feeder schools into Northwood and based on that, she would think it would provide a good size population. Mr. Riall stated that most of the M to M transfers for Northwood are from Green Oaks. Ms. Trammel shared an issue at Woodlawn High School and she believes if requirements would have been removed, it would have helped this Woodlawn student be eligible to play.

Ms. Priest shared her concern because in watching the recent LHSAA rulings, she believes we need to keep this in the equation. With the potential of allowing students to jump all across the district based upon race, she said she is aware that this has resulted in a drain of students and programs away from Green Oaks. Ms. Priest asked the president to do the same with this issue as with the ID Badge and appoint a committee to look at this closer. Mr. Ramsey announced he will appoint a policy review committee to look at not only this issue but additional issues as they come about during the year. Mr. Abrams reminded the board that there is a policy review committee currently in place and Mr. Ramsey announced he will refer this matter to that committee and revisit this item at a later meeting. Mrs. Armstrong announced that Coach Carter and Coach Wyndham attended a recent LHSAA meeting to receive updates on these policies, and she encouraged seeking their input in this consideration. Mr. Ramsey agreed that when looking at these issues, it is important to seek the expertise from the professionals in these various areas. Mr. Abrams explained that on each committee, expertise from the various areas is brought to the meetings. Mr. Ramsey asked the superintendent to determine what committee should look at this so it can be referred and reviewed.

Mr. Hooks shared his agreement to bring in those with the expertise, because he heard some big changes, re: athletics, were made recently. Mrs. Bell stated she is aware that changes are being made and reminded the board that when Huntington was sanctioned for one year, the entire school was affected.

CONSENT AGENDA

Mr. Ramsey announced that Items 7.01-7.03, 8.01-8.05 and 8.07 are the consent agenda. *Mr. Pierson moved, seconded by Mrs. Crawford, the approval of the proposed agenda and consent agenda for the February 19, 2013 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Daryl Roberson, president of Caddo Association of Educators, requested that the CPSB add to its February 19th agenda a proclamation declaring Saturday March 2, 2013 as Read Across Louisiana Day in Caddo Parish. Caddo Parish board members and staff were encouraged to participate by reading on that date between 10:00 a.m. and 1:00 p.m. at the Dillard's court in

Mall St. Vincent. Mr. Roberson also announced that the CAE has provided two Compass workshops and the third will be held on February 16th. Additionally, and so there will be no confusion, he also announced that CAE will sponsor a forum on issues affecting public schools and submitted copies of information that will be shared during that forum.

Jackie Lansdale, president of Red River United, addressed the importance of Items 8.01 and 8.02 and noted an employee brought to her attention that two years ago their W-2 reflected earnings of \$41,450, but this year only \$40,852, which is less than two years ago. She said the board needs to be aware of this when asking the public for support of the schools. Also, she reminded the board that today is the 20th anniversary of the Family Medical Leave Act, which is 12 weeks of unpaid leave that is in Federal Law, and the fact that 162 nations have paid family medical leave, but not in this nation. She encouraged the board to continue to support families by providing whatever medical leaves are available. Mrs. Lansdale also announced that Act 1 will return to court on February 25th.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:03 p.m.*

February 12, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in a special session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 2:00 p.m. on Tuesday, February 12, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams, staff and other visitors were also present. Mr. Pierson led the invocation and Pledge of Allegiance.

Mr. Ramsey announced that the purpose of the meeting was to discuss the process the board will follow in the Superintendent Search. He noted that three items were posted on the BoardDocs agenda: the 2008 RFP, the minutes from the 2008 search, and a revised RFP for possible consideration and approval at next week's meeting. Mr. Ramsey asked Purchasing Director Tim Graham to highlight the timeline used in the 2008 RFP.

Mr. Graham explained that when sending out an RFP it must be advertised for three consecutive weeks and shared a timeline should the board approve an RFP at its March meeting. He added the timeline should also include time for those presenting bids to make a presentation if the board desires.

President Ramsey opened the floor for questions from board members and asked each board member to limit their questions to three minutes.

Mrs. Bell asked Mr. Graham if the RFP is the legal guidelines and Mr. Graham confirmed that is correct. She also asked if she understands, based on the timeline presented, that an RFP could be approved by April 23 and Mr. Graham said that is correct. Mr. Abrams stated that the response should have been that if the RFP is approved at the next meeting (February 19th) and the approval of the search firm would be by April 23.

Mrs. Armstrong asked if the bids in response to the RFP will include the firms' charges? Mr. Graham responded they will submit to us their cost and their cost will also be considered in the scoring of the bids. Mrs. Armstrong also asked about the point system and if it will be used as established in the RFP on April 23.

Mr. Rachal asked about Activity #5 relative to presentation or proposal (if required) as invited and the process; and Mr. Graham explained if the board chooses, those submitting bids can be invited to explain their RFP to the board. It's not something that is required, but only if the board desires to ask additional questions. Mr. Rachal suggested that he would like the board, if the district receives a lot of RFPs, to have the opportunity to review them (following the staff's review), and select the top two or three to visit the Caddo School District. Mr. Graham reminded the board that the window between Activities 4 and 5 is only one week in order to make the proposed deadline; however, if that is the board's desire, it can be done.

Mr. Ramsey stated that this process for Request for Proposal would not be consistent with what the board is asking companies to submit; and the board needs to fill those requests the same as any other RFP, cataloguing each bid's cost, etc. starting with the lowest bid and confirming the consistency with all items included for consideration. At that time if the board wishes to go through a question process, then the board would ask for a presentation on the vendor's proposal, giving the board the opportunity to decide if it is the firm it will approve.

Mr. Rachal said he believes that is what he is saying, and he is not particularly concerned if it is a committee, and he would be glad to be one of the representatives on that committee, but he doesn't believe it is the staff's responsibility to do the interview process, but the board's to

follow through with the due diligence in this process. As a board member, Mr. Rachal said he believes his due diligence is, once the board or the committee selects the top two or three (and he would like the opportunity via the board or a committee), to interview these vendors face to face. He added they are bidding a job, and he understands the bid process; but it is the board's responsibility to follow due diligence.

Mr. Abrams explained it would have to be determined that each one could make a presentation and a date should probably be included in the RFP (between Activities 4 and 5) for the board to come back and make a decision if it wishes for anyone to make a presentation or not. Mr. Abrams explained that it is not about interviews, but about the vendors making presentations and reminded the board that questions asked would have to be very specific and each vendor asked the same questions. Mr. Rachal stated his understanding of a question per board member, but he would like the opportunity to have some interview process prior to a presentation and accepting one of the bids. Mr. Ramsey stated that his only concern is the word interview, because if you go out for an RFP, this is the interview. Mr. Rachal said he has looked around the country at other school boards going through this same process, and one of the consistencies he is seeing is once the school board narrows it down to two or three, they are inviting those in for a "meet and greet" in addition to an interview/presentation. He noted that he wants to make certain that those submitting bids know something about Caddo and what Caddo has to offer.

Mrs. Crawford stated she remembers in the last search that the board provided general ideas of what the district was looking for and vendors submitted bids; and when the board accepted one of the bids, it then was specific with the firm on what it was looking for in a superintendent.

Ms. Priest asked staff how wide will the market be for firms/companies that serve as headhunters, as well as how many and what publications will we advertise in for a headhunter, and the scope of work that each firm will perform? She also noted that in the last search a brochure was submitted with the RFP, and it outlined information about the district.

Mr. Pierson stated he believes any company who wants to do business will study the district; and during the presentation, a specific number of questions could be decided upon and asked. He said he would like to see us make it more exact, but not necessarily cumbersome.

Ms. Trammel asked if we establish an RFP and set up firms to make presentations, what will happen when the board begins to change the guidelines listed in the initial RFP, as it is the RFP that sets the guidelines and events the district desires. She also added that from her experience, limiting to three is not necessarily the best number and suggested that the number five be considered. She also asked the board to remember that the district does not have a lot of money to spend and it will be important to be frugal and stay within a budget.

Mr. Hooks asked if it is necessary to do an RFP? Mr. Abrams responded the board does not have to use an RFP, but in order for the board to best determine the firm, the process of an RFP is recommended for getting the "best bang for the buck". He further explained that the last search began in-house and was a regional search; and the search ended in a 6-6 vote and a superintendent was not hired. Then the board proceeded to approve an RFP for a search firm and the search firm brought back the candidates to the board for a decision. Mr. Hooks stated he agrees we need to look at the money and not spend money for something we can do. He said he believes there is someone locally and he doesn't see the need to go outside to seek a new superintendent; but conduct a local search by advertising in the local media. He also encouraged community input through forums and the importance of this step as a way of involving the communities and regaining the communities' trust, and to remember it is the support of the taxpayers in the communities that we will be seeking for passage of the tax renewal in May.

Mrs. Crawley stated that having been through three superintendent searches, it is her opinion that each time the candidates have been worse. She said there were many local applicants in the first search, and she believes a superintendent could have been selected from this group. The second search had satisfactory applicants, however, the board was looking for more; and she believes there might as well not have been a search the last time. Mrs. Crawley also stated she believes the board should look at someone who is truly vested in the community.

Mr. Riall asked for clarification of the RFP timeline and if once the information is received on RFPs, will all the information be placed on BoardDocs. Mr. Graham stated it will. Mr. Riall asked when in the process will the Board determine if it will do a local, regional or national search? Mr. Graham noted on page 8, item H, the firms are asked about the type of search, i.e. a local, regional or national; and during that time, the board can decide on the type search. Mr. Riall asked if the vendors who might respond to the RFP are specialists seeking educators, and Mr. Graham said he is unsure as the prior searches were done prior to him.

Mr. Ramsey stated that he will get with Mr. Graham and Mr. Abrams about adding the additional time to the timeline in case the board decides to bring these firms in for interviews. Mr. Abrams pointed out that on page 7 on the schedule it states that the executive search firm is to provide a timeline that should be conducive to having a superintendent in place prior August 12, 2013. Mr. Abrams said because that is what the RFP says, it doesn't mean that is what the board must do, and it can be changed based on what the board wishes to do. Mr. Rachal asked for clarification and if this is similar to what has been done with RFPs, and if there is an issue in the proposals, it is something we can negotiate with? Mr. Abrams didn't suggest this because one could tell a firm something impossible to do and then change that when it is time for the interview. Mr. Abrams reminded the board that the schedule is a very compressed one compared to the last two search schedules, but has been chosen because of the situation.

Mr. Ramsey stated that because the board members scheduled to attend the NSBA National Conference have cancelled and he is asking that the board consider moving the regular meeting back to April 16th and, if needed, a special session could be held on April 23rd for vendors to make presentations. He asked that staff update the previously-used brochure and pull a list of trade publications used last time. Mr. Ramsey stated that the RFP is the first step, and he believes this needs to be addressed as soon as possible (on February 19th). If at all possible, he hopes the board will move forward with a motion to approve it. He asked board members to begin thinking who they will appoint to the Citizens Advisory Committee so that as soon as Phase I is moving forward, we will be able to move to Phase II.

Mrs. Bell asked Mr. Ramsey and Mr. Abrams if it is possible to do this by April 16th, and will the vendors know what Caddo is looking for in a superintendent? Mr. Abrams said what the board is looking for will be included in the RFP and referenced page 7 of the RFP which states what they will do. She asked if she is in order to call a meeting in her district to receive from her constituents what they want in a superintendent before April 16th? Mr. Abrams suggested that if the board gets a search firm in place, a part of this process will be setting up community forums; and within this, each district will have a representative, appointed by that district's board member, on an advisory committee. Mr. Abrams also explained that if the board approves an RFP at its meeting next week, the first advertisement can be next Wednesday. Mr. Graham added that the first advertisement, if approved on the 19th, will be Friday, the 22nd. The second advertisement would be March 1st and the third on March 8th, with bids due in by March 15th. Mrs. Bell asked if she remembers correctly that in the last search there were community forums held in several different areas, because what she is desiring to do is to hold her own community forum and with the search firm. Mr. Abrams said if a board member does this, it changes the RFP, because they will present to the board a schedule for forums, but not one meeting in each district; however, it doesn't mean a board member can't have a meeting on their own without the search firm.

Mr. Rachal asked if he understands correctly that the new timeline gives an extra month, with the RFP deadline of March 15th versus April 16th, allowing time to decide how the board will address the RFPs and the opportunity to share with the top firms highlights of the district and not just a presentation by the firms. He also stated his agreement relative to the advertising and asked that the board receive a copy of the publications list.

Mr. Ramsey noted that when moving the dates, the board really doesn't have an extra month because of the need to publish in national publications. While it is good to start in February, the board still needs to be cognizant of the dates and the tight timeline.

Ms. Priest asked when is each board member's appointment to the advisory committee due; and asked if the board will want to have someone (maybe staff) attend conferences, i.e. LSBA and have an information booth set up with information about Caddo and the search.

Miss Green asked if each board member can appoint more than one person to the advisory committee and President Ramsey said they cannot. She also asked about the date of August 12th to have a superintendent in place, because she believes the schedule is complex and she doesn't believe the board needs to put a time limit on the process. Mr. Ramsey explained that a timeline has been followed on every superintendent search, and whether or not the timeline is reached is another issue. He added the current superintendent's contract will expire on August 11th, so August 12th is the goal to have a replacement in place; and he believes if the board moves forward at the February meeting by approving an RFP, it is a timeline that can be accomplished.

Mr. Riall asked how often will the advisory committee meet and what will be required of the members. Mr. Ramsey responded that there will be a number of meetings so it will be necessary that the board members' appointments understand the commitment. Mr. Riall asked if there will be specific statements from the firms relative to fulfilling their obligations in the contract to find a superintendent.

Mrs. Armstrong asked about Activity 1 regarding "requesting release for proposals to vendors", and if we will have by this time all the possibilities in terms of individual firms that will be sent a package as well as published in The Times. Mr. Graham said that is correct. Mrs. Armstrong encouraged staff to search over the Internet any additional viable firms that might be interested in presenting a proposal.

There being no additional discussion, Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:12 p.m.

February 13, 2013

A special committee of the Caddo Parish School Board (CPSB) met in session at approximately 10:00 a.m. on Wednesday, February 13, 2013, in the Superintendent's Conference Room located at 1961 Midway Street, Shreveport, Louisiana. Members of the committee present included Dottie Bell, Chair, Jasmine Green, Bonita Crawford, Ginger Armstrong, and ex-officio members Larry Ramsey and Carl Pierson. Board member Mary Trammel was also present. Staff members present were Roy Murry, director of security; Jim Lee, chief financial officer; and Janis Parker, director of Title I. Members of the media were also present.

The meeting was called to order at 10:00 a.m. and President Larry Ramsey explained the committee is to address questions and concerns related to ID badges for all Caddo students. Following prayer by Carl Pierson, Chair Dottie Bell explained she is bringing this forward because she believes we need to identify all of Caddo's children; and she is bringing it now in order to address this need in the budget considerations for next year. Mrs. Bell asked Mr. Murry to explain the ID system currently in place, the number of schools with badges and the number of schools that do not have badges.

Mr. Murry shared with the committee the history on implementing the use of ID badges with the rationale being that not everyone at every school will know every child; and with badges, anyone can walk up to a group of students and see which students have badges and which do not. Over the last three years staff has worked to integrate the security system, and the district is now working under the Basis software which includes an ID system, as well as cameras and alarms. Because everything is under the same system, Mr. Murry said it allows for more access control, and with IDs already being used for access control, if the district continues down the path of extending the security program, he believes we need to stay with this system. He further reported that the bid last year was \$10,950 per school; however, if anything is done this year, it will be necessary to bid again, and it could be possible to look at adjusting some of the areas to possibly bring down the cost.

Mrs. Bell asked about school employees' ability to open any doors, and Mr. Murry explained that whatever access a principal gives an employee is what their badge allows them to access. He added high schools are the hardest because of the number of students and the number of times students change classes/buildings. Mr. Pierson asked about the ability to lock doors to the main entrance in a school and Mr. Murry explained Caddo Heights implemented this procedure this year, and the office personnel can buzz visitors in the front door. Mr. Pierson also asked about elementary students having ID badges and if it is necessary for elementary students to have something this sophisticated. Mr. Murry stated that in the elementary schools, typically the teacher is escorting the students from one area to another and the teacher is the one who has access (badge).

Mr. Ramsey noted that teachers and administrators definitely need ID badges, and asked if there is a way students can be identified with certain teachers/certain classes? He also said he likes the idea of being consistent with the programs in place; and he would like to see if we can come up with a reasonable timeframe for putting them in all the schools, making sure the principals buy into the program so it will be successful.

Mr. Murry noted that in elementary schools most students are escorted by teachers; however if every child's picture is on file, he has the ability to print out the children's pictures for identification purposes on field trips, for example. It was also noted that JPAM has the ability to take students' pictures and store them in the system; and even though there are some unexplored aspects of the JPAM system, maybe this is something staff can look into.

Mrs. Bell said she believes it is something that can be broken down and we can begin by looking at the middle schools and add schools each year.

Mr. Pierson also said it is important to identify what you want the badges to do at each level; because the purpose for badges in high schools may be completely different than for elementary or middle schools. He also asked who would be responsible for putting all the information in the system, because a school with 700 plus students could take some time.

Mr. Murry stated he will prepare some proposals based on the discussion, also checking with other departments to see if this is something that can be implemented through the JPAM system.

Mrs. Bell announced the next meeting will be on March 13th at 11:00 a.m. after Mr. Murry has the opportunity to put together some additional information for the committee's consideration.

Mr. Ramsey asked Mrs. Bell about moving this agenda item to the March meeting and Mrs. Bell stated her agreement.

February 19, 2013

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, February 19, 2013 with President Larry Ramsey presiding and board members Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, and Dottie Bell present being a quorum. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Hooks led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JANUARY 8, 2013, JANUARY 15, 2013 AND FEBRUARY 5, 2013 CPSB MEETING

Ms. Priest moved, seconded by Mrs. Bell, to approve the minutes of the January 8, 2013, January 15, 2013 and February 5, 2013 CPSB meetings as submitted. Vote on the motion carried unanimously.

Mr. Ramsey announced that in error he placed *Magnet Testing* under Superintendent's Report (9.02) and it should actually be under Presentations. There being no objection, President Ramsey moved *Magnet Testing Report* to "Presentations and Recognitions".

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications, and Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following staff members and students for recent achievements, as well as newly appointed administrators. President Ramsey and Superintendent Dawkins presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Character Education Week Poster and Essay Contest. Mr. Mainiero recognized the following students as Grand Prize winners in the Character Education Week Poster and Essay Contest: Hope Costanza, Arthur Circle Elementary; Annabelle Parker, Herndon Middle; and Alexa Babin, C. E. Byrd High School. Bullying Prevention Grand Prize poster winners are Ashley Hudson, A.C. Steere; Jordan Jones and Steven Holman (tie), Caddo Middle Magnet; Destiny Franklin, Captain Shreve; and Annie Carlisle, C. E. Byrd (Essay). Red Ribbon Week Grand Prize winners are Anton Murphy, Cherokee Park (Poster); and Darrian Mills, C. E. Byrd (Essay).

Donnie Bickham Robotics Team. Will Cantrell, Mark Crouch and Nike Vinzant were recognized for competing in the First Lego League Competition on November 17, as well as qualifying to participate in the Louisiana State Invitational Tournament in New Orleans on December 8th.

Robo-Chargers. The following CMCTS Robo-Chargers competed in the First Lego League competition on November 17th at Sci-Port and were recognized as the top finisher from any Caddo or Bossier Parish school: Rodarious Ashton, Treanna Frazier, Everett Henderson, Calvin Martin, Daeja Martin, Destini Rogue, Kris Rose, TyKierra Russell, LaBritney Sudds and D'KenDrick Taylor.

Caddo Middle Magnet Student Writes Book for Children. Safa Michigan, 8th grader at Caddo Middle Magnet, presented a copy of her book to each board member and explained her book profiles eight children in history who made a significant difference and have inspired her.

Mudbug Madness Poster Contest Winner. Shatamber Wade, senior at Captain Shreve and second-year Commercial Art/Advertising Design student at Caddo Career and Technology, was recognized as the winner of the 30th annual Mudbug Madness poster contest.

Auto Tech Teacher is AYES Instructor of the Month. Tom Evans, Auto Tech Teacher at Caddo Career and Technology Center, was recognized as the AYES (Automotive Youth Educational Systems) Instructor of the month for November, 2012. Mr. Mainiero explained this national recognition is made each month to one instructor who shows incredible dedication in implementing the AYES model in their program.

Outstanding Elementary Math Teacher Award. Laci Stokes, teacher at Caddo Heights Elementary, was recognized for being named the outstanding Elementary Math Teacher of the Year for Louisiana by LATM (Louisiana Association of Teachers of Mathematics). LATM is dedicated to the promotion of excellence in the teaching and learning of mathematics in Louisiana's schools.

Caddo Teacher Named Vice President of Elementary Schools for LATM. Amanda Bundrick, teacher at Caddo Heights Elementary, was recognized as the Vice President of Elementary Schools for LATM (Louisiana Association of Teachers of Mathematics).

KTBS One Class at a Time Winner. Lynda Delo, librarian at Woodlawn Leadership Academy, was recognized as a KTBS "One Class at a Time" winner.

Golden Apple Award. Minette Gilbert, teacher at Eden Gardens Fundamental Magnet, was recognized for winning the Golden Apple Award. She was presented a check for \$500 for her classroom which she will use to enhance her classroom smart board use by purchasing a smart document camera.

Newly Appointed Administrators. Dr. Mary Nash-Robinson, chief of staff, recognized the following newly appointed administrators: Renee Ellis, instructional coordinator, Eden Gardens; Denise Pleasant, instructional coordinator, J.S. Clark; and Monte Demars, assistant principal, Green Oaks High School.

Report on Magnet Testing and Placement. Julie Scruggs, supervisor of magnet schools testing, shared with the board a report on the testing and placement of applicants for the 2012-13 school year at the elementary and middle magnet schools. She highlighted data relative to the number of applicants tested and placed at all levels, placement simulations, cutoff scores at each grade, number of openings at each elementary and middle magnet school for the last four years, how openings are considered and processed, hypothetical placements, number of children tested and placed in kindergarten as well as the number of siblings tested and placed, and a comparison of that information over the prior four years, summary of students tested and placed in kindergarten and placed on the waiting list. She further shared that information on the magnet schools is also on the web site for all to see, along with CPSB policies that govern magnet testing and placement at every level. Mrs. Scruggs explained that all students are placed on one list in order of their score (from highest to lowest); and if a student is not placed, they are placed on the waiting list. Regarding kindergarten testing, which has the most applicants with the fewest number of seats, she reported that 748 children tested and of that number 641 asked for South Highlands or Eden Gardens as their first or second choice. This year she reported there were 108 kindergarten seats available at South Highlands and Eden Gardens after the placement of siblings, meaning that 641 were competing for the 108 available seats.

Mrs. Crawford asked about the total number of students asking for the magnet slots at Youree Drive and Broadmoor. Mrs. Scruggs explained that these students apply the same as for Middle Magnet and Herndon Magnet, and staff looks at the students' scores and their choices for

placement. Mrs. Crawford asked if the students are not placed at Caddo Middle Magnet, does staff offer them Broadmoor or Youree? Mrs. Scruggs said staff does if that is listed as one of their choices and they go on the waiting list.

Mr. Hooks asked if there were four students (one from Claiborne, one from Eden Gardens, one from Judson and one from South Highlands) and they all scored high enough to attend Caddo Middle Magnet, can all four be placed at Middle Magnet? Mrs. Scruggs responded that staff follows board policy according to their scores and choices, and they would all go in. Mrs. Armstrong expressed appreciation for all the detailed information put together and provided to the board. Mr. Hooks also expressed his appreciation for the thorough job in preparing the report.

VISITORS

Eppie Adams, president of Caddo District PTA, shared comments regarding the superintendent search and encouraged the Board as it makes decisions for a new superintendent to not miss any necessary steps as was done in the 2008 search. Noting that seven of the current board members were involved in the 2008 search, a search that was to only take a few months actually took 16 months and she believes this was a waste of time, energy and money. Also, Mrs. Adams stated the community was not really involved in the last search; and with the PTA representing over 10,000 members, she believes they are directly impacted by the board's choices and should have a say via community meetings, town forums throughout the district. She also asked the board to remember that this community is different than other communities, having unique situations and needing someone that will hit the ground running.

Chester T. Kelly thanked the board for its service and said he is here today to address the board on his fear that the board will once again fall victim to the "white knight" theory/fantasy, because it is unrealistic to think someone from afar will ride in and rescue us and solve our problems. He doesn't understand going outside the local area to find the leadership necessary to move Caddo Parish public schools forward. He said he believes it is absurd to think a total stranger is better equipped to face the challenges of this school system than someone who lives here, has family here and knows the history, but that is what we have done, and shared examples of when choosing a local person worked. He encouraged the board to keep the process in-house and consider the men and women within the current system.

Bonita Bandaries addressed the board on the article referencing the amount it would cost to outsource the superintendent search. In a letter she wrote to the paper, she stated that a simple solution, and one better for the citizens of Caddo Parish, would be for the board to handle the selection in-house. Having worked in Caddo for 17 years, she has served under superintendents hired as a result of the use of headhunter firms and she believes the result was a diminished quality of education along with a waste of funds. She stated she doesn't understand why we are locked into this process when it continues to bring failure and urged the board to forget hiring an outside consultant, handle the search in-house, and hire a superintendent who does care about the local students and the needs. She, too, agreed that there are tremendous educators and business persons in the parish and surrounding area that should be considered.

Jon Glover stated that the board has been deemed the gatekeepers of the school system which is an awesome responsibility, overseeing practices engaged in choosing candidates for employment, along with insuring that every child in Caddo Parish is equally afforded the educational resources and opportunities. Noting that it takes strong persons to recognize inadequacies that exist in both arenas, she said more importantly it's how such is approached when presented. Ms. Glover also said apprehension is acknowledged, because she believes there are chances that retaliation and intimidation may be ensued against her as a result of these statements that the practices engaged in to choose a viable candidate for the position of

supervisor of buildings and grounds have been impugned to the extent that questions exist. She said that beyond the hiring practices being at risk, she also believes the education of every child in Caddo Parish, especially those attending schools labeled Academically Unacceptable, is at risk. She reminded the board that some time ago each board member was presented a chart on how each school labeled AU was graded and she doesn't remember one board member ever mentioning the AU schools in a board meeting. Ms. Glover said it is topics that have nothing to do with educating children, particularly students of color, that get more attention and she questions is it because we digressed so much that attitudes and behaviors are being brought about that promote inferiority in students who are at-risk. She added that positions are masqueraded to detract attention from what is truly important and efforts are supported that will not change, and continue to engage in practices that question the integrity of the hiring process. She reminded the board that it is about to embark on the hiring of a new superintendent; and she asked if such practices are suspect, she questions where it leaves the district when the board chooses a new superintendent. She completed her comments with a quote from William Penn that what is wrong is wrong even if everyone is doing it. Right is still right even if no one else is doing it.

Ray Abnes, Jr., employee, addressed the appointment of a new supervisor of buildings and grounds and asked the board how is it that the qualifications of the job were changed overnight, i.e. when first posted, there was no mention of having a certain number of years experience; it was for employees only and the second posting opened it to the public. While he doesn't have a problem doing what he is asked, but being used as a doormat is something he cannot take anymore. When someone states there is no one in the system with the capabilities and qualifications to fill this position, he questions is there someone but maybe not someone certain that would like to be seen in that position. He asked the board to look at the first list and not through the eyes and mind of someone else and more importantly what they want. He ended his comments sharing an experience with his grandfather and that his grandfather told him he could not be as good as, but you will always have to be better than.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted the items for the board's consideration. President Ramsey announced that items 6.01-6.02, 7.01-7.02, 8.01-8.04, 8.06-8.08, 13.01 (students C.R. and N.R.), and 13.02 are the consent agenda. *Mr. Riall moved, seconded by Ms. Priest, that the proposed agenda and consent agenda be approved as presented. Vote on the motion carried unanimously.* The following is a summary of the board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendation as recommended by the superintendent and submitted in the mailout.

6.02 Other Personnel Transactions Report. The board approved the other personnel transactions report for the period of December 21, 2012 through January 17, 2013 as submitted in the mailout.

Item No. 7

7.01 Bids – Purchasing. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Yolanda Sharkey (Fisher Science Education) totaling discount percentage of 32%; Kaplan Early Learning Company, totaling discount percentage of 18%; Lakeshore Learning Materials, totaling discount percentage of 7%; Paula's Educational Supply, totaling discount percentage of 20%; S&S Worldwide, Inc. totaling discount percentage of 16%; School Specialty, totaling discount percentage of 19% and Unity Education Resources and Equipment, totaling discount percentage of 26% for the purchase of

Full-Line School Supplies – Catalog; and (2) Piler International, “unit prices per engine” totaling \$5,950 for IH Diesel Engine; totaling \$6,595 for Caterpillar Diesel Engine and totaling \$3,400 for installation for purchase of school bus engines. A copy of the bid tabulation sheets is filed in the official papers of the February 19, 2013 CPSB meeting.

7.02 Lease of Worley Observatory Property. The board accepted the bid of Shreveport Bossier Astronomical Society, Inc., totaling \$12.00 per year for 5 years for lease of the Worley Observatory Property. A copy of the bid tabulation sheet is filed in the official papers of the February 19, 2013 CPSB meeting.

Item No. 8

8.01 Resolution Giving Approval to the Issuance and Sale of General Obligation School Refunding Bonds and Providing for Other Matters in Connection Therewith. The board approved the following resolution providing for the issuance and sale of Fifteen Million Two Hundred Eighty Thousand Dollars (\$15,280,000) of General Obligation School Refunding Bonds, Series 2013, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, fixing the details and providing for the rights of the owners thereof; providing for the payment of the principal of and interest on such bonds and the application of the proceeds thereof to the refunding of certain bonds of said School District; and providing for other matters in connection therewith.

WHEREAS, pursuant to the provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and a special election held on April 17, 2004, the result of which was duly promulgated in accordance with law, Parishwide School District of Caddo Parish, Louisiana (the Issuer), acting through its governing authority, issued \$20,000,000 of General Obligation School Bonds, Series 2005, dated March 1, 2005, of which \$16,485,000 is outstanding (the Series 2005 Bonds); and

WHEREAS, the Issuer is authorized to borrow money and issue general obligation school bonds payable from ad valorem taxes to refund its outstanding general obligation school bonds, pursuant to Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended (the Act), and other constitutional and statutory authority; and

WHEREAS, the Issuer has found and determined that the defeasance and advance refunding of a portion of the outstanding Series 2005 Bonds, consisting of \$15,220,000 of Series 2005 Bonds which mature March 1, 2016 to March 1, 2030, inclusive, as more fully described in Exhibit A hereto (the Refunded Bonds), would be financially advantageous to the Issuer and would result in a lower effective interest rate on such Refunded Bonds and debt service savings to the Issuer; and

WHEREAS, pursuant to the Act and other constitutional and statutory authority, it is now the desire of the Issuer to adopt this resolution in order to provide for the issuance of Fifteen Million Two Hundred Eighty Thousand Dollars (\$15,280,000) principal amount of its General Obligation School Refunding Bonds, Series 2013 (the Bonds), for the purpose of refunding the Refunded Bonds, to fix the details of the Bonds and to sell the Bonds to the Underwriter thereof; and

WHEREAS, it is necessary to provide for the application of the proceeds of the Bonds and to provide for other matters in connection with the payment or redemption of the Refunded Bonds; and

WHEREAS, it is necessary that this Governing Authority prescribe the form and content of the Defeasance and Escrow Deposit Agreement providing for the payment of the principal and interest of the Refunded Bonds and authorize the execution thereof as hereinafter provided; and

WHEREAS, in connection with the issuance of the Bonds, it is necessary that provision be made for the payment of the principal and interest of the Refunded Bonds described in Exhibit A

hereto, and to provide for the call for redemption of the Refunded Bonds pursuant to a Notice of Defeasance and Call for Redemption; and

WHEREAS, the Issuer desires to fix the details of the Bonds and the terms of the sale 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 Parishwide School District of Caddo Parish, Louisiana, that:

ARTICLE I DEFINITIONS AND INTERPRETATION

SECTION 1.1. Definitions. The following terms shall have the following meanings unless the context otherwise requires:

Act shall mean Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other applicable constitutional and statutory authority.

Bond or Bonds shall mean any or all of the General Obligation School Refunding Bonds, Series 2013, of the Issuer, issued pursuant to the Bond Resolution, as the same may be amended from time to time, whether initially delivered or issued in exchange for, upon transfer of, or in lieu of any previously issued Bond.

Bond Obligation shall mean, as of the date of computation, the principal amount of the Bonds then Outstanding.

Bond Resolution shall mean this resolution, as it may amended and supplemented as herein provided.

Business Day shall mean a day of the year other than a day on which banks located in New York, New York, and the cities in which the principal offices of the Escrow Agent and the Paying Agent are located are required or authorized to remain closed and on which the New York Stock Exchange is closed.

Code shall mean the Internal Revenue Code of 1986, as amended.

Costs of Issuance shall mean all items of expense, directly or indirectly payable or reimbursable and related to the authorization, sale and issuance of the Bonds, including but not limited to printing costs, costs of preparation and reproduction of documents, filing and recording fees, initial fees and charges of any fiduciary, legal fees and charges, fees and charges for the preparation and distribution of a preliminary official statement and official statement, if paid by the Issuer, fees and disbursements of consultants and professionals, costs of credit ratings, fees and charges for preparation, execution, transportation and safekeeping of the Bonds, costs and expenses of refunding, premiums for the insurance of the payment of the Bonds, if any, and any other cost, charge or fee paid or payable by the Issuer in connection with the original issuance of Bonds.

Debt Service for any period shall mean, as of the date of calculation, an amount equal to the sum of (a) interest payable during such period on Bonds and (b) the principal amount of Bonds which mature during such period.

Defeasance Obligations shall mean (a) cash, or (b) non-callable Government Securities.

Escrow Agent shall mean with respect to the Refunded Bonds, Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, and its successor or successors, and any other person which may at any time be substituted in its place pursuant to the Bond Resolution.

Escrow Agreement shall mean the Defeasance and Escrow Deposit Agreement dated as of March 6, 2013, between the Issuer and the Escrow Agent, substantially in the form attached

hereto as Exhibit B, as the same may be amended from time to time, the terms of which are incorporated herein by reference.

Executive Officers shall mean, collectively, the President and Secretary of the Governing Authority.

Fiscal Year shall mean the one-year accounting period ending on June 30 of each year, or such other one-year period as may be designated by the Governing Authority as the fiscal year of the Issuer.

Governing Authority shall mean the Parish School Board of the Parish of Caddo, State of Louisiana, or its successor in function.

Government Securities shall mean direct general obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by, the United States of America, which may be United States Treasury Obligations such as the State and Local Government Series and may be in book entry form.

Interest Payment Date shall mean March 1 and September 1 of each year, commencing September 1, 2013.

Issuer shall mean Parishwide School District of Caddo Parish, Louisiana.

Outstanding, when used with reference to the Bonds, shall mean, as of any date, all Bonds theretofore issued under the Bond Resolution, except:

(a) Bonds theretofore cancelled by the Paying Agent or delivered to the Paying Agent for cancellation;

(b) Bonds for the payment or redemption of which sufficient Defeasance Obligations have been deposited with the Paying Agent or an escrow agent in trust for the owners of such Bonds as provided in Section 11.1 hereof, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to the Bond Resolution, to the satisfaction of the Paying Agent, or waived;

(c) Bonds in exchange for or in lieu of which other Bonds have been registered and delivered pursuant to the Bond Resolution; and

(d) Bonds alleged to have been mutilated, destroyed, lost, or stolen which have been paid as provided in the Bond Resolution or by law.

Owner or Owners shall mean the Person reflected as registered owner of any of the Bonds on the registration books maintained by the Paying Agent.

Paying Agent shall mean Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, as paying agent and registrar hereunder, until a successor Paying Agent shall have become such pursuant to the applicable provisions of the Bond Resolution, and thereafter Paying Agent shall mean such successor Paying Agent.

Person shall mean any individual, corporation, partnership, joint venture, association, joint stock company, trust, unincorporated organization, or government or any agency or political subdivision thereof.

Record Date shall mean, with respect to an Interest Payment Date, the fifteenth day of the calendar month next preceding such Interest Payment Date, whether or not such day is a Business Day.

Refunded Bonds shall mean the Issuer's outstanding General Obligation School Bonds, Series 2005, dated March 1, 2005, consisting of \$15,220,000 of Series 2005 Bonds which mature March 1, 2016 to March 1, 2030, inclusive, which are being refunded by the Bonds, as more fully described in Exhibit A hereto.

State shall mean the State of Louisiana.

Underwriter shall mean Raymond James, the original underwriters of the Bonds.

SECTION 1.2.Interpretation. In this Bond Resolution, unless the context otherwise requires, (a) words importing the singular include the plural and vice versa, (b) words of the masculine gender shall be deemed and construed to include correlative words of the feminine and neuter genders and (c) the title of the offices used in this Bond Resolution shall be deemed to include any other title by which such office shall be known under any subsequently adopted charter.

ARTICLE II AUTHORIZATION AND ISSUANCE OF BONDS

SECTION 2.1.Authorization of Bonds; Refunding of Refunded Bonds.

(a) This Bond Resolution creates a series of Bonds of the Issuer to be designated AGeneral Obligation School Refunding Bonds, Series 2013, of Parishwide School District of Caddo Parish, Louisiana, and provides for the full and final payment of the principal of and interest on all the Bonds.

(b) The Bonds issued under this Bond Resolution shall be issued for the purpose of refunding the Refunded Bonds through the escrow of a portion of the proceeds of the Bonds, together with other available moneys of the Issuer in Government Securities, in accordance with the terms of the Escrow Agreement, in order to provide for the payment of the principal of and interest on the Refunded Bonds as they mature or upon earlier redemption, as provided in Section 13.1 hereof

(c) Provision having been made for the orderly payment until maturity or earlier redemption of all the Refunded Bonds, in accordance with their terms, it is hereby recognized and acknowledged that as of the date of delivery of the Bonds under this Bond Resolution, provision will have been made for the performance of all covenants and agreements of the Issuer incidental to the Refunded Bonds, and that accordingly, and in compliance with all that is herein provided, the Issuer is expected to have no future obligation with reference to the aforesaid Refunded Bonds, except to assure that the Refunded Bonds are paid from the Government Securities and funds so escrowed in accordance with the provisions of the Escrow Agreement.

(d) The Escrow Agreement is hereby approved by the Issuer and the Executive Officers are hereby authorized and directed to execute and deliver the Escrow Agreement on behalf of the Issuer substantially in the form of Exhibit B hereof, with such changes, additions, deletions or completions deemed appropriate by such signing officials, and it is expressly provided and covenanted that all of the provisions for the payment of the principal of, premium, if any, and interest on the Refunded Bonds from the special trust funds created under the Escrow Agreement shall be strictly observed and followed in all respects.

SECTION 2.2.Bond Resolution to Constitute Contract. In consideration of the purchase and acceptance of the Bonds by those who shall own the same from time to time, the provisions of this Bond Resolution shall be a part of the contract of the Issuer with the Owners of the Bonds and shall be deemed to be and shall constitute a contract between the Issuer and the Owners from time to time of the Bonds. The provisions, covenants and agreements herein set forth to be performed by or on behalf of the Issuer shall be for the equal benefit, protection and security of the Owners of any and all of the Bonds, each of which Bonds, regardless of the time or times of its issue or maturity, shall be of equal rank without preference, priority or distinction over any other thereof except as expressly provided in this Bond Resolution.

SECTION 2.3.Obligation of Bonds. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment and for the payment of all the interest thereon. The Issuer is bound under the terms and provisions of law and this Bond Resolution to impose and collect annually, in excess of all other taxes, a tax on all the property subject to taxation within the territorial limits of the Issuer, sufficient to pay the principal of and interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer. All ad valorem taxes levied by the Issuer in each year for the payment of the Bonds shall, upon their receipt, be transferred to the Governing

Authority, which shall have responsibility for the deposit of such receipts and for the investment and reinvestment of such receipts and the servicing of the Bonds and any other general obligation school bonds of the Issuer.

SECTION 2.4. Authorization and Designation. Pursuant to the provisions of the Act, there is hereby authorized the issuance of Fifteen Million Two Hundred Eighty Thousand Dollars (\$15,280,000) principal amount of Bonds of the Issuer to be designated A General Obligation School Refunding Bonds, Series 2013, of Parishwide School District of Caddo Parish, Louisiana, for the purpose of refunding the Refunded Bonds. The Bonds shall be in substantially the form set forth as Exhibit C hereto, with such necessary or appropriate variations, omissions and insertions as are required or permitted by the Act and this Bond Resolution.

This Governing Authority hereby finds and determines that upon the issuance of the Bonds, the total outstanding amount of general obligation school bonds of the Issuer issued and deemed to be outstanding will not exceed the Issuer's general obligation bond limit.

SECTION 2.5. Denominations, Dates, Maturities and Interest. The Bonds are issuable as fully registered bonds without coupons in the denominations of \$5,000 principal amount or any integral multiple thereof within a single maturity, and shall be numbered R1 upward.

The Bonds shall be dated the date of delivery, shall mature on March 1 in the years and in the principal amounts and shall bear interest, payable on March 1 and September 1 of each year, commencing September 1, 2013, at the rates per annum, as follows:

<u>Date</u> <u>(March 1)</u>	<u>Principal</u> <u>Payment</u>	<u>Interest</u> <u>Rate</u>	<u>Date</u> <u>(March 1)</u>	<u>Principal</u> <u>Payment</u>	<u>Interest</u> <u>Rate</u>
2014	\$ 30,000	2.000%	2023	\$ 985,000	4.000%
2015	30,000	2.000	2024	1,040,000	5.000
2016	715,000	3.000	2025	1,110,000	5.000
2017	745,000	3.000	2026	1,170,000	4.000
2018	780,000	3.000	2027	1,220,000	3.000
2019	810,000	3.000			
2020	855,000	4.000	2029	2,580,000	3.000
2021	900,000	4.000	2030	1,370,000	3.000
2022	940,000	3.000			

The principal and premium, if any, of the Bonds are payable in such coin or currency of the United States of America as at the time of payment is legal tender for payment of public and private debts at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof. Interest on the Bonds is payable by check mailed on or before the Interest Payment Date by the Paying Agent to the Owner thereof (determined as of the close of business on the Record Date) at the address of such Owner as it appears on the registration books of the Paying Agent maintained for such purpose.

Except as otherwise provided in this Section, Bonds shall bear interest from date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, as the case may be, provided, however, that if and to the extent that the Issuer shall default in the payment of the interest on any Bonds due on any Interest Payment Date, then all such Bonds shall bear interest from the most recent Interest Payment Date to which interest has been paid on the Bonds, or if no interest has been paid on the Bonds, from their dated date.

The person in whose name any Bond is registered at the close of business on the Record Date with respect to an Interest Payment Date shall in all cases be entitled to receive the interest payable on such Interest Payment Date notwithstanding the cancellation of such Bond upon any registration of transfer or exchange thereof subsequent to such Record Date and prior to such Interest Payment Date.

SECTION 2.6. Book Entry Registration of Bonds. The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company (DTC), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Governing Authority or any other officer of the Issuer is authorized to execute and deliver a Blanket Letter of Representation

to DTC on behalf of the Issuer with respect to the issuance of the Bonds in book-entry only format. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Bond Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book-entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry-only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner (as defined in the Blanket Letter of Representation) may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- (a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or
- (b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer or the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy in lieu of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Bond Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

ARTICLE III GENERAL TERMS AND PROVISIONS OF THE BONDS

SECTION 3.1. Exchange of Bonds; Persons Treated as Owners. The Issuer shall cause books for the registration and for the registration of transfer of the Bonds as provided in this Bond Resolution to be kept by the Paying Agent at its principal corporate trust office, and the Paying Agent is hereby constituted and appointed the registrar for the Bonds. At reasonable times and under reasonable regulations established by the Paying Agent said list may be inspected and copied by the Issuer or by the Owners (or a designated representative thereof) of 15% of the outstanding principal amount of the Bonds.

All Bonds presented for registration of transfer or exchange shall be accompanied by a written instrument or instruments of transfer in form and with a guaranty of signature satisfactory to the Paying Agent, duly executed by the Owner or his attorney duly authorized in writing.

Upon surrender for registration of transfer of any Bond, the Paying Agent shall register and deliver in the name of the transferee or transferees one or more new fully registered Bonds of authorized denomination of the same maturity and like aggregate principal amount. At the option of an Owner, Bonds may be exchanged for other Bonds of authorized denominations of the same maturity and like aggregate principal amount, upon surrender of the Bonds to be exchanged at the principal corporate trust office of the Paying Agent. Whenever any Bonds are so surrendered for exchange, the Paying Agent shall register and deliver in exchange therefor the Bond or Bonds which the Owner making the exchange shall be entitled to receive.

No service charge to the Owners shall be made by the Paying Agent for any exchange or registration of transfer of Bonds. The Paying Agent may require payment by the person requesting an exchange or registration of transfer of Bonds of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto.

The Issuer and the Paying Agent shall not be required to issue, register the transfer of or exchange any Bond during a period beginning at the opening of business on a Record Date or any date of selection of Bonds to be redeemed and ending at the close of business on the Interest Payment Date.

All Bonds delivered upon any registration of transfer or exchange of Bonds shall be valid obligations of the Issuer, evidencing the same debt and entitled to the same benefits under this Bond Resolution as the Bonds surrendered.

Prior to due presentment for registration of transfer of any Bond, the Issuer and the Paying Agent, and any agent of the Issuer or the Paying Agent may deem and treat the person in whose name any Bond is registered as the absolute owner thereof for all purposes, whether or not such Bond shall be overdue, and shall not be bound by any notice to the contrary.

SECTION 3.2. Bonds Mutilated, Destroyed, Stolen or Lost. In case any Bond shall become mutilated or be improperly cancelled, or be destroyed, stolen or lost, the Issuer may in its discretion adopt a resolution and thereby authorize the issuance and delivery of a new Bond in exchange for and substitution for such mutilated or improperly cancelled Bond, or in lieu of and substitution for the Bond destroyed, stolen or lost, upon the Owner (i) furnishing the Issuer and the Paying Agent proof of his ownership thereof and proof of such mutilation, improper cancellation, destruction, theft or loss satisfactory to the Issuer and the Paying Agent, (ii) giving to the Issuer and the Paying Agent an indemnity bond in favor of the Issuer and the Paying Agent in such amount as the Issuer may require, (iii) complying with such other reasonable regulations and conditions as the Issuer may prescribe and (iv) paying such expenses as the Issuer and the Paying Agent may incur. All Bonds so surrendered shall be delivered to the Paying Agent for cancellation pursuant to Section 3.4 hereof. If any Bond shall have matured or be about to mature, instead of issuing a substitute Bond, the Issuer may pay the same, upon being indemnified as aforesaid, and if such Bond be lost, stolen or destroyed, without surrender thereof.

Any such duplicate Bond issued pursuant to this Section shall constitute an original, additional, contractual obligation on the part of the Issuer, whether or not the lost, stolen or destroyed Bond be at any time found by anyone. Such duplicate Bond shall be in all respects identical with those replaced except that it shall bear on its face the following additional clause:

This bond is issued to replace a lost, cancelled or destroyed bond under the authority of R.S. 39:971 through 39:974.

Such duplicate Bond may be signed by the facsimile signatures of the same officers who signed the original Bonds, provided, however, that in the event the officers who executed the original Bonds are no longer in office, then the new Bonds may be signed by the officers then in office. Such duplicate Bonds shall be entitled to equal and proportionate benefits and rights as to lien and source and security for payment as provided herein with respect to all other Bonds hereunder, the obligations of the Issuer upon the duplicate Bonds being identical to its obligations upon the original Bonds and the rights of the Owner of the duplicate Bonds being the same as those conferred by the original Bonds.

SECTION 3.3.Preparation of Definitive Bonds, Temporary Bonds. Until the definitive Bonds are prepared, the Issuer may execute, in the same manner as is provided in Section 3.5, and deliver, in lieu of definitive Bonds, but subject to the same provisions, limitations and conditions as the definitive Bonds except as to the denominations, one or more temporary typewritten Bonds substantially of the tenor of the definitive Bonds in lieu of which such temporary Bond or Bonds are issued, in authorized denominations, and with such omissions, insertions and variations as may be appropriate to temporary Bonds.

SECTION 3.4.Cancellation of Bonds. All Bonds paid, together with all Bonds purchased by the Issuer, shall thereupon be promptly cancelled by the Paying Agent. The Paying Agent shall thereupon promptly furnish to the Secretary of the Governing Authority an appropriate certificate of cancellation.

SECTION 3.5.Execution. The Bonds shall be executed in the name and on behalf of the Issuer by the manual or facsimile signatures of the Executive Officers, and the corporate seal of the Issuer (or a facsimile thereof) shall be thereunto affixed, imprinted, engraved or otherwise reproduced thereon. In case any one or more of the officers who shall have signed or sealed any of the Bonds shall cease to be such officer before the Bonds so signed and sealed shall have been actually delivered, such Bonds may, nevertheless, be delivered as herein provided, and may be issued as if the person who signed or sealed such Bonds had not ceased to hold such office. Said officers shall, by the execution of the Bonds, adopt as and for their own proper signatures their respective facsimile signatures appearing on the Bonds or any legal opinion certificate thereon, and the Issuer may adopt and use for that purpose the facsimile signature of any person or persons who shall have been such officer at any time on or after the date of such Bond, notwithstanding that at the date of such Bond such person may not have held such office or that at the time when such Bond shall be delivered such person may have ceased to hold such office.

SECTION 3.6.Registration by Secretary of State. The Bonds shall be registered with the Secretary of State of the State of Louisiana and shall bear the endorsement of the Secretary of State of the State of Louisiana substantially in the form set forth in Exhibit C hereto, provided such endorsement shall be manually signed only on the Bonds initially delivered to the Underwriter, and any Bonds subsequently exchanged therefor as permitted in this Bond Resolution may bear the facsimile signature of said Secretary of State.

SECTION 3.7.Registration by Payng Agent. No Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this Bond Resolution unless and until a certificate of registration on such Bond substantially in the form set forth in Exhibit C hereto shall have been duly executed on behalf of the Paying Agent by a duly authorized signatory, and such executed certificate of the Paying Agent upon any such Bond shall be conclusive evidence that such Bond has been executed, registered and delivered under this Bond Resolution.

ARTICLE IV SINKING FUND; PAYMENT OF BONDS

SECTION 4.1.Sinking Fund.

(a) For the payment of the principal of and the interest on the Bonds, the Issuer will maintain a special fund, to be held by the regularly designated fiscal agent of the Issuer (the Sinking Fund), into which the Issuer will deposit the proceeds of the aforesaid tax described in Section 2.3 hereof. The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least one (1) day in advance of each Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

(b) All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Bond Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

(c) All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund. Accrued

interest, if any, received upon delivery of the Bonds shall be invested only in Government Securities maturing on or prior to the first Interest Payment Date.

SECTION 4.2. Payment of Bonds. The Issuer shall duly and punctually pay or cause to be paid as herein provided, the principal of every Bond and the interest thereon, at the dates and places and in the manner stated in the Bonds according to the true intent and meaning thereof.

ARTICLE V REDEMPTION OF BONDS

SECTION 5.1. Optional Redemption of Bonds. Those Bonds maturing March 1, 2024 and thereafter, will be callable for redemption by the Issuer in full, or in part, at any time on or after March 1, 2023, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest, if any, to the date fixed for redemption. In the event any Bond to be redeemed is of a denomination larger than Five Thousand Dollars (\$5,000), a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

SECTION 5.2. Mandatory Sinking Fund Redemption. The Term Bonds maturing on March 1, 2029 shall be subject to mandatory sinking fund redemption on March 1 in the years and in the principal amounts set forth below at a redemption price equal to 100% of the principal amount thereof, plus accrued interest thereon:

Year (March 1)	Principal Amount
2028	\$1,265,000
2029	1,315,000*

* Final Maturity

ARTICLE VI APPLICATION OF BOND PROCEEDS

SECTION 6.1. Application of Bond Proceed. As a condition of the issuance of the Bonds, the Issuer hereby binds and obligates itself to:

(a) Deposit irrevocably in trust with the Escrow Agent under the terms and conditions of the Escrow Agreement, as hereinafter provided, an amount of the proceeds derived from the issuance and sale of the Bonds (exclusive of accrued interest), together with additional moneys of the Issuer, as will enable the Escrow Agent to purchase Government Obligations described in the Escrow Agreement, which shall mature in principal and interest in such a manner as to provide at least the required cash amount on or before each payment date for the Refunded Bonds (said amounts being necessary on each of the designated dates to pay and retire or redeem the Refunded Bonds, including premiums, if any, payable upon redemption). Prior to or concurrently with the delivery of the Bonds, the Issuer shall obtain an independent mathematical verification that the moneys and obligations required to be irrevocably deposited in trust in the Escrow Fund with the Escrow Agent, together with the earnings to accrue thereon, will always be sufficient for the payment of the principal of, premium, if any, and interest on the Refunded Bonds. The moneys so deposited with the Escrow Agent shall constitute a trust fund irrevocably dedicated for the use and benefit of the owners of the Refunded Bonds.

(b) Deposit in the Expense Fund established with the Escrow Agent such amount of the proceeds of the Bonds as will enable the Escrow Agent to pay the Costs of Issuance and the costs properly attributable to the establishment and administration of the Escrow Fund on behalf of the Issuer.

(c) Deposit accrued interest, if any, received on the delivery date of the Bonds into the Sinking Fund established by Section 4.1 hereof and to apply said funds to pay a portion of the interest due on the Bonds on the first Interest Payment Date therefor. Accrued interest, if any,

received upon delivery of the Bonds shall be invested only in Government Securities maturing on or prior to the first Interest Payment Date.

ARTICLE VII SUPPLEMENTAL BOND RESOLUTIONS

SECTION 7.1. Supplemental Resolutions Effective Without Consent of Owners. For any one or more of the following purposes and at any time from time to time, a resolution supplemental hereto may be adopted, which, upon the filing with the Paying Agent of a certified copy thereof, but without any consent of Owners, shall be fully effective in accordance with its terms:

- (a) to add to the covenants and agreements of the Issuer in the Bond Resolution other covenants and agreements to be observed by the Issuer which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect;
- (b) to add to the limitations and restrictions in the Bond Resolution other limitations and restrictions to be observed by the Issuer which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect;
- (c) to surrender any right, power or privilege reserved to or conferred upon the Issuer by the terms of the Bond Resolution, but only if the surrender of such right, power or privilege is not contrary to or inconsistent with the covenants and agreements of the Issuer contained in the Bond Resolution;
- (d) to cure any ambiguity, supply any omission, or cure or correct any defect or inconsistent provision of the Bond Resolution; or
- (e) to insert such provisions clarifying matters or questions arising under the Bond Resolution as are necessary or desirable and are not contrary to or inconsistent with the Bond Resolution as theretofore in effect.

SECTION 7.2. Supplemental Resolutions Effective With Consent of Owner. Except as provided in Section 7.1, any modification or amendment of the Bond Resolution or of the rights and obligations of the Issuer and of the Owners of the Bonds hereunder, in any particular, may be made by a supplemental resolution, with the written consent of the Owners of a majority of the Bond Obligation at the time such consent is given. No such modification or amendment shall permit a change in the terms of maturity of the principal of any outstanding Bond or of any installment of interest thereon or a reduction in the principal amount thereof or in the rate of interest thereon without the consent of the Owner of such Bond, or shall reduce the percentages of Bonds the consent of the Owner of which is required to effect any such modification or amendment, or change the obligation of the Issuer to levy and collect taxes for the payment of the Bonds as provided herein, without the consent of the Owners of all of the Bonds then outstanding, or shall change or modify any of the rights or obligations of either the Paying Agent or the Escrow Agent without its written assent thereto. For the purposes of this Section, Bonds shall be deemed to be affected by a modification or amendment of the Bond Resolution if the same adversely affects or diminishes the rights of the Owners of said Bonds.

ARTICLE VIII TAX COVENANTS; CONTINUING DISCLOSURE

SECTION 8.1. Tax Covenants. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the requirements of the Code to in order to establish, maintain and preserve the exclusion from Agross income@ of interest on the Bonds under the Code. The Issuer shall not take any action or fail to take any action, nor shall it permit at any time or times any of the proceeds of the Bonds or any other funds of the Issuer to be used directly or indirectly in any manner, to acquire any securities or obligations the acquisition of which would cause any Bond to be an arbitrage bond as defined in the Code or would result in the inclusion of the interest on any Bond in gross income under the Code, including, without limitation, (i) the failure to comply with the limitation on investment of the proceeds of the Bonds, (ii) the failure to pay any required rebate of arbitrage earnings to the United States of America, or (iii) the use of the proceeds of the Bonds in a manner which would cause the Bonds to be private activity bonds under the Code.

The Executive Officers are hereby empowered, authorized and directed to take any and all action and to execute and deliver any instrument, document or certificate necessary to effectuate the purposes of this Section.

SECTION 8.2. Continuing Disclosure Certificate. The Secretary of the Governing Authority is hereby empowered and directed to execute an appropriate Continuing Disclosure Certificate (substantially in the form set forth in Appendix I of the official statement issued in connection with the sale and issuance of the Bonds) pursuant to S.E.C. Rule 15c2-12(b)(5).

SECTION 8.3. Not Qualified Tax-Exempt Obligations . The Bonds are **not** designated as "qualified tax-exempt obligations" within the meaning of Section 265(b)(3) of the Code.

ARTICLE IX REMEDIES ON DEFAULT

SECTION 9.1. Events of Default. If one or more of the following events (in this Bond Resolution called Events of Default) shall happen, that is to say,

- (a) if default shall be made in the due and punctual payment of the principal of any Bond when and as the same shall become due and payable, whether at maturity or otherwise (in determining whether a principal payment default has occurred); or
- (b) if default shall be made in the due and punctual payment of any installment of interest on any Bond when and as such interest installment shall become due and payable (in determining whether an interest payment default has occurred); or
- (c) if default shall be made by the Issuer in the performance or observance of any other of the covenants, agreements or conditions on its part in the Bond Resolution, any supplemental resolution or in the Bonds contained and such default shall continue for a period of forty-five (45) days after written notice thereof to the Issuer by any Owner; or
- (d) if the Issuer shall file a petition or otherwise seek relief under any Federal or State bankruptcy law or similar law; then, upon the happening and continuance of any Event of Default and the Owners of the Bonds shall be entitled to exercise all rights and powers for which provision is made under Louisiana law. All remedies shall be cumulative with respect to the Paying Agent and the Owners; if any remedial action is discontinued or abandoned, the Paying Agent and the Owners shall be restored to their former positions.

ARTICLE X CONCERNING FIDUCIARIES

SECTION 10.1. Escrow Agent; Appointment and Acceptance of Duties. Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, is hereby appointed Escrow Agent with respect to the Refunded Bonds. The Escrow Agent shall signify its acceptance of the duties and obligations imposed upon it by this Bond Resolution by executing and delivering the Escrow Agreement.

SECTION 10.2. Paying Agent; Appointment and Acceptance of Duties. The Issuer will at all times maintain a Paying Agent having the necessary qualifications for the performance of the duties described in this Bond Resolution. The designation of Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, as the initial Paying Agent is hereby confirmed and approved. The Paying Agent shall signify its acceptance of the duties and obligations imposed on it by the Bond Resolution by executing and delivering to the Executive Officers a written acceptance thereof. The Governing Authority reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of a resolution giving notice of the termination of the agreement and appointing a successor and (b) causing notice to be given to each Owner. Furthermore, the Paying Agent may be removed by the Issuer at any time for any breach of its duties set forth herein, affective upon appointment of a successor Paying Agent as set forth above. Every Paying Agent appointed hereunder shall at all times be a trust company or bank organized and doing business under the

laws of the United States of America or of any State, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority.

ARTICLE XI MISCELLANEOUS

SECTION 11.1. Defeasance.

(a) If the Issuer shall pay or cause to be paid to the Owners of all Bonds then outstanding, the principal and interest become due thereon, at the times and in the manner stipulated therein and in the Bond Resolution, then the covenants, agreements and other obligations of the Issuer to the Owners shall be discharged and satisfied. In such event, the Paying Agent shall, upon the request of the Issuer, execute and deliver to the Issuer all such instruments as may be desirable to evidence such discharge and satisfaction and the Paying Agent shall pay over or deliver to the Issuer all moneys, securities and funds held by them pursuant to the Bond Resolution which are not required for the payment of Bonds not theretofore surrendered for such payment.

(b) Bonds or interest installments for the payment of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or otherwise) at the maturity date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section. Bonds shall be deemed to have been paid, prior to their maturity, within the meaning and with the effect expressed above in this Section if they have been defeased pursuant to Chapter 14 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, or any successor provisions thereto.

SECTION 11.2. Evidence of Signatures of Owners and Ownership of Bonds.

(a) Any request, consent, revocation of consent or other instrument which the Bond Resolution may require or permit to be signed and executed by the Owners may be in one or more instruments of similar tenor, and shall be signed or executed by such Owners in person or by their attorneys-in-fact appointed in writing. Proof of (i) the execution of any such instrument, or of an instrument appointing any such attorney, or (ii) the ownership by any person of the Bonds shall be sufficient for any purpose of the Bond Resolution (except as otherwise therein expressly provided) if made in the following manner, or in any other manner satisfactory to the Paying Agent, which may nevertheless in its discretion require further or other proof in cases where it deems the same desirable:

- (1) the fact and date of the execution by any Owner or his attorney-in-fact of such instrument may be proved by the certificate, which need not be acknowledged or verified, of an officer of a bank or trust company or of any notary public or other officer authorized to take acknowledgments of deeds, that the person signing such request or other instrument acknowledged to him the execution thereof, or by an affidavit of a witness of such execution, duly sworn to before such notary public or other officer. Where such execution is by an officer of a corporation or association or a member of a partnership, on behalf of such corporation, association or partnership, such certificate or affidavit shall also constitute sufficient proof of his authority;
- (2) the ownership of Bonds and the amount, numbers and other identification, and date of owning the same shall be proved by the registration books of the Paying Agent.

(b) Any request or consent by the Owner of any Bond shall bind all future Owners of such Bond in respect of anything done or suffered to be done by the Issuer or the Paying Agent in accordance therewith.

SECTION 11.3. Moneys Held for Particular Bonds. The amounts held by the Paying Agent for the payment due on any date with respect to particular Bonds shall, on and after such date and pending such payment, be set aside on its books and held in trust by it, without liability for interest, for the Owners of the Bonds entitled thereto.

SECTION 11.4. Parties Interested Herein. Nothing in the Bond Resolution expressed or implied is intended or shall be construed to confer upon, or to give to, any person or entity, other than the Issuer, the Paying Agent, the Escrow Agent and the Owners of the Bonds any right, remedy or

claim under or by reason of the Bond Resolution or any covenant, condition or stipulation thereof; and all the covenants, stipulations, promises and agreements in the Bond Resolution contained by and on behalf of the Issuer shall be for the sole and exclusive benefit of the Issuer, the Paying Agent, the Escrow Agent and the Owners of the Bonds and the owners of the Refunded Bonds.

SECTION 11.5. No Recourse on the Bonds. No recourse shall be had for the payment of the principal of or interest on the Bonds or for any claim based thereon or on this Bond Resolution against any member of the Governing Authority or officer of the Issuer or any person executing the Bonds.

SECTION 11.6. Successors and Assigns. Whenever in this Bond Resolution the Issuer is named or referred to, it shall be deemed to include its successors and assigns and all the covenants and agreements in this Bond Resolution contained by or on behalf of the Issuer shall bind and enure to the benefit of its successors and assigns whether so expressed or not.

SECTION 11.7. Subrogation. In the event the Bonds herein authorized to be issued, or any of them, should ever be held invalid by any court of competent jurisdiction, the Owner or Owners thereof shall be subrogated to all the rights and remedies against the Issuer had and possessed by the owner or owners of the Refunded Bonds.

SECTION 11.8. Severability. In case any one or more of the provisions of the Bond Resolution or of the Bonds issued hereunder shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of the Bond Resolution or of the Bonds, but the Bond Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provision enacted after the date of the Bond Resolution which validates or makes legal any provision of the Bond Resolution or the Bonds which would not otherwise be valid or legal shall be deemed to apply to the Bond Resolution and to the Bonds.

SECTION 11.9. Publication of Bond Resolution. This Bond Resolution shall be published one time in the official journal of the Issuer; however, it shall not be necessary to publish any exhibits hereto if the same are available for public inspection and such fact is stated in the publication.

SECTION 11.10. Execution of Documents. In connection with the issuance and sale of the Bonds, the Executive Officers are each authorized, empowered and directed to execute on behalf of the Issuer such documents, certificates and instruments as they may deem necessary, upon the advice of bond counsel, to effect the transactions contemplated by this Bond Resolution, the signatures of the Executive Officers on such documents, certificates and instruments to be conclusive evidence of the due exercise of the authority granted hereunder.

ARTICLE XII SALE OF BONDS

SECTION 12.1. Sale of Bonds. The Bonds have been awarded to and sold to the Underwriter at the price and under the terms and conditions set forth in the Bond Purchase Agreement attached hereto as Exhibit D, and after their execution, registration by the Secretary of State and authentication by the Paying Agent, the Bonds shall be delivered to the Underwriter or its agents or assigns, upon receipt by the Issuer of the agreed purchase price.

SECTION 12.2. Official Statement. The Issuer hereby approves the form and content of the Preliminary Official Statement dated January 15, 2013, pertaining to the Bonds, which has been submitted to the Issuer, and hereby ratifies its prior use by the Underwriter in connection with the sale of the Bonds. The Issuer further approves the form and content of the final Official Statement and hereby authorizes and directs the execution by the President and Secretary of the Governing Authority and delivery of such final Official Statement to the Underwriter for use in connection with the public offering of the Bonds.

ARTICLE XIII REDEMPTION OF REFUNDED BONDS

SECTION 13.1. Call for Redemption. Subject only to the actual delivery of the Bonds, the Refunded Bonds are hereby irrevocably called for redemption on March 1, 2015, at the principal amount thereof and accrued interest to the redemption date, in compliance with the resolution authorizing their issuance.

SECTION 13.2. Notice of Defeasance and Call for Redemption. In accordance with the resolution authorizing the issuance of the Refunded Bonds, a Notice of Defeasance and Call for Redemption in substantially the form attached hereto as Exhibit E shall be sent by the paying agent for the Refunded Bonds to the registered owners as the same appear on the registration books of said paying agent by means of first class mail not less than thirty (30) days prior to the date of redemption.

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

School Board <u>Members</u>	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstaining</u>
Steve Riall	x	_____	_____	_____
Jasmine Green	x	_____	_____	_____
Carl Pierson	x	_____	_____	_____
Charlotte Crawley	x	_____	_____	_____
Curtis Hook	x	_____	_____	_____
Mary Trammel	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 19th day of February, 2013.

/s/ Gerald Dawkins
Secretary

/s/ Larry Ramsey
President

8.02 Resolution Giving Preliminary Approval to the Issuance of General Obligation School Refunding Bonds and Providing for Other Matters in Connection Therewith. The board approved the following resolution giving preliminary approval to the issuance of not to exceed Seventeen Million Five Hundred Thousand Dollars (\$17,500,000) of General Obligation School Refunding Bonds of Parishwide School District of Caddo Parish, Louisiana; making application to the State Bond Commission for approval of said Bonds; and providing for other matters in connection therewith.

WHEREAS, pursuant to the provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, Parishwide School District of Caddo Parish, Louisiana (the "Issuer") has heretofore issued \$20,000,000 of General Obligation School Bonds, Series 2006 (the "Series 2006 Bonds"); and

WHEREAS, in order to provide debt service savings to the Issuer, the Issuer desires to refund all or any portion of the Issuer's outstanding Series 2006 Bonds pursuant to the provisions of Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority (the "Act"), through the issuance of its refunding bonds; and

WHEREAS, pursuant to the Act, and subject to the approval of the State Bond Commission, the Issuer desires to accomplish the refunding by authorizing the issuance of not exceeding Seventeen Million Five Hundred Thousand Dollars (\$17,500,000) of its General Obligation School Refunding Bonds (the "Bonds"), to be payable from unlimited ad valorem taxes; and

WHEREAS, the Issuer desires to make formal application to the State Bond Commission for approval of the issuance of the Bonds;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:

SECTION 1. Preliminary Approval of the Bonds. Preliminary approval is given to the issuance of not exceeding Seventeen Million Five Hundred Thousand Dollars (\$17,500,000) of General Obligation School Refunding Bonds (the "Refunding Bonds"), of the Issuer, to be issued for the purpose of refunding all or any portion of the Issuer's outstanding General Obligation School Bonds, Series 2006, and paying the costs of issuance of the Refunding Bonds, said Refunding Bonds to be payable from and secured by unlimited ad valorem taxes now being levied and collected annually Issuer. The Refunding Bonds shall bear interest at a rate or rates not to exceed four and one-half percent (4.5%) per annum, to be determined by subsequent resolution of this Governing Authority at the time of the sale of the Refunding Bonds, and shall mature no later than March 1, 2031. The Refunding 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, and shall have such additional terms and provisions as may be determined by this Governing Authority.

SECTION 2. Employment. This Governing Authority finds and determines that a real necessity exists for the employment of special counsel in connection with the issuance of the Refunding Bonds, and accordingly, Foley & Judell, LLP, of New Orleans, Louisiana, as Bond Counsel and Jacqueline A. Scott & Associates, APLC, of Bossier City, Louisiana, as Co-Bond Counsel, are hereby employed to do and perform work of a traditional legal nature as bond counsel with respect to the issuance and sale of said Refunding Bonds. Said Bond Counsel and Co-Bond Counsel shall prepare and submit to this Governing Authority for adoption all of the proceedings incidental to the authorization, issuance, sale and delivery of said Refunding Bonds, shall counsel and advise this Governing Authority as to the issuance thereof and shall furnish their opinions covering the legality of the issuance of the Refunding Bonds. The total combined fee of Bond Counsel and Co-Bond Counsel shall be fixed at a sum not exceeding the maximum fee allowed by the Attorney General's fee guidelines for such bond counsel work in connection with the issuance of revenue bonds and based on the amount of said Refunding 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 Refunding Bonds. That pursuant to instructions from the Superintendent, Bond Counsel shall cause to be prepared an official statement as approved by the State Bond Commission, shall be paid from the proceeds of the issue for which it has been prepared. Said Official Statement may be submitted to one or more of the nationally recognized bond rating service or services, together with a request that an appropriate rating be assigned. Payment for all ratings shall be made by the Superintendent upon presentation of appropriate statements from the particular rating service furnishing the ratings. 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 Superintendent is hereby empowered and directed to issue vouchers in payment for the work herein provided for upon completion of the work herein specified and under the conditions herein enumerated.

SECTION 3. State Bond Commission. Application is hereby made to the State Bond Commission, Baton Rouge, Louisiana, for approval of the issuance and sale of the Refunding Bonds and for consent and authority to proceed with the issuance and sale of the Refunding Bonds as provided above, and Bond Counsel is directed to make application to the State Bond Commission in accordance with the foregoing on behalf of the Governing Authority.

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 covered thereby.

SECTION 4. Appointment of Investment Banker/Underwriter. Stephens Inc., of Baton Rouge, Louisiana (the "Underwriter"), is hereby appointed as investment banker/underwriter in connection with refunding the Series 2006 Bonds, any compensation to be subsequently approved by the Issuer and to be paid from the proceeds of the Refunding Bonds and contingent upon the issuance of the Refunding Bonds; provided that no compensation shall be due to said investment banker/underwriter unless the Refunding Bonds are sold and delivered.

SECTION 5. Sale of Bonds. The Bonds are hereby authorized to be sold to the Underwriter, and the Superintendent is hereby authorized to execute a Bond Purchase Agreement with the Underwriter, in form and substance satisfactory to Bond Counsel to the School Board, provided the sale of the Bonds produces minimum net present value savings (after payment of all costs) to taxpayers of not less than 3.00% of the principal amount of Series 2006 Bonds being refunded.

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

School Board <u>Members</u>	Yea	Nay	Absent	Abstaining
Steve Riall	X			
Jasmine Green	X			
Carl Pierson	X			
Charlotte Crawley	X			
Curtis Hooks	X			
Mary Trammel	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 19th day of February, 2013.

/S/ Dr. Gerald D. Dawkins
Secretary

/S/ Larry Ramsey
President

8.03 Out of State Travel. The board approved requests for Out of State travel funded by General Fund as recommended by staff and submitted in the mailout.

8.04 Request for Long-term Use of Ridgewood – Move to approve the request for long-term use of Ridgewood Middle School's gymnasium by Xpress AAU Basketball team as submitted in the mailout.

8.06 Resolution Regarding Sale of Laurel Street Property. The board approved the resolution regarding the sale of the Laurel Street property as submitted in the mailout.

8.07 Proclamation – Read Across Louisiana Day. The board approved a proclamation calling all citizens of Caddo Parish to assure that every child is in a safe place reading with a caring adult on March 2, 2013 in recognition of Dr. Seuss's birthday. A copy is attached in the permanent file of the February 19, 2013 CPSB meeting.

8.08 April Board Meeting Date. The board approved the April 23 CPSB meeting date to be changed back to the original meeting date of April 16, 2013.

13.01 Executive Session. Student Readmission Appeals. The board approved readmission appeals for students C.R. and N.R. as recommended by staff and submitted in the mailout. The parents are in agreement with staff's recommendation.

13.02 Litigation Update: Demand of Sara Opie dated November 8, 2012. The board approved staff's recommendation as submitted.

BIDS – CONSTRUCTION/CAPITAL PROJECTS

Ms. Priest moved, seconded by Mr. Rachal, to accept the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) J. D. Electric Co., Inc., with a Base Bid, for the sum total of \$560,000 for Project 2013-Q501, "QSCB2 Data Wiring & Security at Broadmoor, Caddo Career Technology and Caddo Middle Magnet"; and (2) Johnny's Roofing & Metal Works, Inc., with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$860,635 for Project 2013-091, "Bethune Roofing Repair". Mr. Rachal asked if the \$860,000 for the roof at Bethune was included in the \$4 million set aside for Bethune, and Mr. White responded yes. Vote on the motion carried unanimously. A copy of the bid tabulation sheets is attached and made a part of the permanent file for the February 19, 2013 CPSB meeting.

REQUEST FOR USE OF SCHOOL BUS BY SUSLA

Mr. Rachal moved, seconded by Mrs. Bell, to approve the request for use of one CPSB bus by Southern University at Shreveport for the Educational Talent Search Program as submitted in the mailout. Vote on the motion carried with Board member Jasmine Green abstaining.

RFP FOR SUPERINTENDENT SEARCH

Mr. Riall moved, seconded by Mrs. Bell, to approve the RFP for the Superintendent Search as submitted in the mailout. Mr. Rachal stated his belief that this is the proper thing for the board to do in following due diligence. He said the board also has a fiduciary responsibility to make sure no stone is left unturned by limiting the search to only Caddo Parish. He said the last search began internally and the results did not fare well, and it turned out to be quite expensive.

Ms. Trammel asked the board to keep in mind that if it is done internally, someone on staff will have to be named to conduct the search. She said there may be those in the system that may desire to apply for the position and would not be able to conduct the search, and these are things that need to be considered, in addition to looking outside the box in order to get what is best for Caddo, noting that the best person might be here.

Mr. Hooks stated that it seems we are talking about five to six years ago, and he does believe we have someone locally that can fill the position, someone that knows the people in the community and they know him, someone that has an open door policy, and someone visible in the community.

Mr. Ramsey reminded the board that the motion on the floor is to move the RFP forward, which is asking for contractors to tell the board their cost to do three different type searches – a local search, a regional search and a national search. He added this motion is not to debate what type search the board will do, but to move forward and get costs. Mr. Riall and Mrs. Armstrong also reiterated that the motion is an RFP for a contractor and not a superintendent.

Mr. Hooks moved, seconded by Mrs. Crawley, that while we are waiting on the proposal on the RFP that staff advertise for a superintendent in the southern region including Texas, Arkansas and Louisiana utilizing the print media, the Internet, NSBA and LSBA. Mr. Ramsey clarified that this motion is to do an internal search utilizing those vehicles to conduct it. Mr. Hooks stated that he believes if we do this, it may not be necessary to use an outside company. He said he is suggesting that we only use the Sunday editions of newspapers in these areas as a possible way to cut costs, which is what he is looking at when it is not in the budget.

Mrs. Crawley said she will not use the money argument, because she believes a good superintendent is worth what we spend; and her recollection is that the national searches do not work. She also announced that Rapides and East Baton Rouge parishes are currently in a search with an outside firm and they are not having success. Mrs. Crawley asked Mr. Abrams how many times do we send out an RFP and then the board changes its mind and states they will not do it that way? Mr. Abrams said he is not certain, but he knows that he has never seen someone come back. Mrs. Crawley stated that is what she understands and once the board votes to send out RFPs that is the route the board will follow, it will hire one of the companies. Mr. Abrams explained that the RFP is designed so the board can make a decision about whether or not it wishes to move forward, and if there isn't a budget, then the RFP would advise whether or not the board does a local, regional or national search, and based on the cost of each, the board can elect one of the areas or it can elect to not do any if the cost is too high or they do not provide what is needed, and it's the board that makes that decision. Mrs. Crawley asked if the board has ever made such a decision in other areas, i.e. construction? Mr. Ramsey reminded Mrs. Crawley that the motion is on using an in-house search team to do the search, and it is an alternative motion to moving forward with an RFP, and asked her to keep her comments to the motion on the floor. Mrs. Crawley stated that is why she supports Mr. Hooks' motion, because she doesn't remember going out for an RFP first before looking in-house.

Mr. Riall stated he believes this is putting the cart before the horse since the board has not spent any money; and once RFPs are received, then the board can make these other decisions.

Ms. Trammel moved to call for the question, seconded by Mrs. Bell, and end debate. Vote on the motion carried with Board member Crawley opposed and Board members Riall, Green, Pierson, Hooks, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mr. Rachal was absent for the vote.

On the substitute motion, Mr. Riall asked for clarification and Mr. Ramsey asked Mr. Hooks if he understands his motion is to do a local search using the staff, and Mr. Hooks said that is right. Mr. Riall asked if this means we will also move forward with an RFP, because the substitute motion state "while waiting for the proposal". Mr. Abrams stated that Mr. Hooks' motion was to be a friendly amendment to the original motion with the intent that if the motion passes to do an RFP, that while waiting for the RFP staff would begin advertising in the regional area. Mr. Abrams further stated that is not the motion he heard, but he believes it is what the maker of the motion intended. Mr. Ramsey stated he believes Mr. Hooks' motion is a substitute motion and was made to replace the original motion. Mr. Hooks clarified that he first stated he would like to add a friendly amendment and was asked what is the motion and he read it. Mr. Ramsey stated that what was stated was "to start a local search" which is different from an RFP. Mr. Hooks said he believes his words are being thrown around. Mr. Ramsey restated that the motion on the table is as stated and is a separate motion.

Vote on the substitute motion failed with Board members Crawley and Hooks supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on the original motion to move the RFP forward carried with Board members Crawley and Hooks opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting.

ANNOUNCEMENTS AND REQUESTS

Mr. Ramsey asked that board members submit their nominee for the Superintendent Search Advisory Committee by April 1st.

Ms. Trammel stated that last week she visited the Ombudsman location and she was pleased to see what was going on in the schools with students making progress.

Ms. Priest expressed appreciation to Mr. Murry for speaking to the Downtown Rotary on the Caddo Public School System security program. She said it was very well received by those in attendance. Also, she announced that Mayor Glover visited Oak Park and joined every PTA in the Caddo Parish Public School System.

Mr. Hooks stated he has two concerns: (1) has administration at Fair Park been told not to receive anything from the Alumni Association, because 15 guitars were donated; however they were refused by the administration. Dr. Dawkins stated he is unaware of that and he will follow up. Mr. Hooks announced he will put his additional requests on the request sheet.

Mrs. Bell expressed appreciation to the ID Badge Committee and announced this group will meet again and bring something to the board. Also, she too was very impressed when visiting the Ombudsman program and believes it is an answer to prayer for those students who want to share conversations with some of the students and how it is working for them. Regarding the recent visit by BESE to some of Caddo's schools, Mrs. Bell commented on how impressed the president of BESE was with what is happening in Caddo, and she believes he now understands all that has been put on the teachers. She also announced "Walking the Walk" for autism awareness and encouraged board members to participate. Board members were also encouraged to attend some of the play-off games, i.e. Huntington boys and girls basketball teams.

Mr. Pierson also announced that the bus carrying the BTW basketball team to New Orleans broke down between Alexandria and Opelousas; however, another bus was sent to pick them up and they are now on their way again.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Pierson moved, seconded by Mrs. Bell, to go into executive session for up to 15 minutes to hear a student readmission appeal for A.C. Vote on the motion carried unanimously and the board went into executive session at approximately 6:13 p.m. The board reconvened in open session at approximately 6:35 p.m. Mr. Riall moved, seconded by Ms. Priest, that the board accept staff's decision at the present but with the agreement that as soon as A.C. finishes his drug program that he can come back to the board and apply for readmission to Northwood. Vote on the motion carried unanimously.*

Adjournment. *Ms. Trammel moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:37 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

March 4, 2013

The Caddo Parish School Board (CPSB) met in a special work session at approximately 5:00 p.m. on Monday, March 4, 2013, Paragon Casino Resort, 711 Paragon Place, Marksville, Louisiana immediately following the First General Session of the Louisiana School Boards Annual Conference with President Larry Ramsey presiding. Other board members present were Steve Riall, Jasmine Green (arrived at approximately 5:25 p.m.), Carl Pierson, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were staff members Jim Lee, Dr. Mary Nash Robinson (recording), and Attorney Reginald Abrams.

President Ramsey addressed the need for better discussion in the face of the camera and the need to work more cohesively as a group. For that reason, he asked Mr. Abrams to draft a policy to establish “standing committees”, and requested that Mr. Abrams share this information with the board.

Mr. Abrams issued copies of a draft policy for discussion. Per the discussion, standing committees #3 “Finance” and #4 “Insurance” were combined, and standing committee #5 was revised to read “Long-Term Planning and Development Committee”. It was the Board’s consensus that “Board Committees” would serve the board and district well and that it would be placed on the agenda of the March work session/regular session.

Mr. Abrams also briefed the board on new legislation, LSA-R.S.17:416.13, 416-13, a student code of conduct, requirements, bullying, prohibition, notice, reporting, accountability, which requires school districts to revisit the “bullying policy”. A copy of the legislation was provided and discussion ensued on the changes from current policy, requirements of new legislation and management issues. While it was deemed difficult to manage, the board agreed the district is required to comply.

After questions were addressed, Mrs. Armstrong moved to adjourn, seconded by others, and the meeting adjourned at approximately 6:10 p.m.

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

March 12, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, March 12, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Trammel led the invocation and Pledge of Allegiance.

PRESENTATIONS

Fit for Life. Jimmy Windham, athletic supervisor, shared with the board an overview of the Fit for Life event over the past five years, explaining that this event has been held in May for all 5th graders, after testing, to introduce them to new fitness activities. This event is held each year at Independence Stadium and focuses on what the District is doing in Physical Education as well as promoting testing in Physical Education. During the fourth year, Bossier and DeSoto 5th graders were added to the event. Following a brief video of the Fit for Life event, Superman Blount shared with the board his appreciation for the Superintendent's support of this annual event and how he began this as a way to give back to his community. With Louisiana being 49th in the Nation in obesity and infectious diseases, 4th in the Nation with cancer deaths and being overweight, he said it is no longer not an option for the children to get in shape; and how, when health and fitness were removed, the State began to die. He said the goal is to have over 50,000 students in Independence Stadium with a message to the President and Nation that Caddo Parish schools are the leaders in fitness and health in Louisiana.

KTBS DVDs on Louisiana's Bicentennial. Jan Elkins shared that last year during Louisiana's Bicentennial Birthday, KTBS highlighted Louisiana's history and heritage through monthly stories profiled for an entire month. She added that while at a ballgame, a Bossier teacher thanked the station manager for the Louisiana Bicentennial as it had been a helpful tool in her classroom. As a result, Ms. Elkins said Station Manager George Sirven made the decision to donate to all the parishes in the area all the stories and promos in a DVD for each 4th and 8th grade where Louisiana History is taught, which means approximately 741 for Caddo Parish. She also shared with everyone one of the stories from the DVD relative to the great log jam, Captain Henry Miller Shreve and how Shreveport came to be.

Ombudsman Update. Superintendent Dawkins announced that the staff will tonight bring an update on the first semester of the first year of implementation of the Ombudsman Program, with a complete annual report being shared with the Board at the conclusion of the school year. Dr. Dawkins noted that a lot has been learned and some nuances have been found in integrating academics and the operational components of the program, which are being aggressively addressed by all parties, the results of which are already apparent in the program. He shared with the Board a brief history of how the District arrived at this point and reminded everyone that this report is only for the first semester of the first year. The information on SPS Baseline scores for Hamilton Terrace (2.5) and Academic Recovery (33.8) as provided by the state; as well as the total cost of the program (\$3.9 for Hamilton Terrace and \$4.9 for Academic Recovery), was shared; and Dr. Dawkins noted that the program was implemented with a savings of \$3.5 million. Superintendent Dawkins added that the District embarked on this venture and is aggressively addressing the needs of children first.

Lisa Chitty with Ombudsman shared data from the first semester of the Ombudsman Program and introduced the following team members: Ralph Thompson, Vice President, Community Relations; Emily Langfeldt, Vice President, Accountability; Gail Henderson, Chief Instruction

Officer; Sue Fila, Vice President of Center Operations; and Guy Cooper. Sue Fila shared an overview of the first semester, also highlighting how the programs are set up: Recovery Program consisting of two middle school programs and one full-day program; and Community Ombudsman Programs, which are the four satellite locations, all running with a morning, mid-day and evening session. The middle school programs run with a morning and mid-day session. Ms. Fila explained that important components include the programs are SACS accredited and approved by the State of Louisiana. She reported that Ombudsman provides a rigorous academic program aligned to Common Core and Louisiana State Standards, and it provides social skills instruction as well as academics to prepare them to return to their home school or to successfully remain in the program. Special education services and counseling are also provided to students who need them, as well as career and job-readiness services. The focus during the first semester was (1) academics, (2) attendance, (3) behavior, and (4) career and college readiness; and with all students in the program designated as at-risk students, there are reasons why they need a different environment and a different level of involvement and these four areas are key to the success of this group of students. She explained that the majority of students come to the program three to four grade levels below in reading and math, so the focus is on reading skills 45 minutes a day as well as math remediation sessions. Regarding attendance, Ms. Fila explained that the staff works with the students on the challenges that keep them from attending the program everyday by using social workers, wrap-around services, working with parents, and the juvenile justice system to create a support system for them. She added staff also works with the students through BPIS on strategies to address their behavior in preparation for transition back to the home schools. With the career and college readiness, she said these are opportunities to prepare the students for getting in the workforce, provide mentors, and participate in community service projects in preparation for where their plans lead them following graduation.

In summary of the first semester, Ms. Fila announced that the students are learning in a welcoming and safe environment; and at this time, approximately 30 students have returned to their home school based on their academic and behavior progress. Currently 19 students are employed, and five are actively interviewing for positions. The average attendance in the program for the first semester was 71%, and 98% of the students who have entered the program remain and are working to gain their credits. Regarding academic growth, Ms. Fila explained that they use the Star assessment which is also used in Caddo Parish. With this assessment, students are tested when they arrive in the program and they are tested on a quarterly basis, using this information to guide the instruction and determine how to meet the needs of each student. The first semester has reflected some good gains and they are looking for increased gains as the students finish out the school year, which they will share with the Board at the end of the school year.

Mr. Cooper further highlighted information for the Academic Recovery site (middle school one and middle school two); and the Community PASS rate for the North, South, East and West sites which serve students in the 9th through 12th grades. The first semester enrollment in the sixth grade is approximately 57, approximately 91 in seventh grade, and the largest population is 8th grade with 118 students. Mr. Cooper noted the data on attendance for each site, populations per each site, reasons for referrals to the program during the first semester, and career fairs. He also explained that relative to college and career readiness, they have made contacts with area businesses and one of the most recent is with the Goodwill Industries.

Ms. Chitty expressed appreciation to Board members who participated/attended the career day and encouraged those who did not have this opportunity to schedule an opportunity. Since they are always looking for volunteer opportunities for the students and they welcome any recommendations from the Board members.

Chief Academic Officer Antionette Turner shared that as the staff continues to work through the Common Core implementation and planning from the State, staff will ensure that the rigor of

Ombudsman's curriculum, grading and assessments are consistent with the District's practices and State requirements by having conversations and collaborating with them the expectations and updating of the curriculum to meet the increased academic goals and demands on Caddo's students. Mrs. Turner stated that as we learn more about the PARCC assessments, staff continues to share that information with them and allow Ombudsman's participation in Caddo's professional development so they are aware of the PARCC assessment requirements as well as the weighted factors on which students are assessed. As the State requirements continue to change, Mrs. Turner explained this means a monthly update sometimes to make sure the curriculum is adjusted, along with the grading practices and assessments so they are consistent with the District's. She also explained that progress is being made aligning E2020 with the alternative schools to expand the options for the students. Mrs. Turner added that the most recent change in the State's policy requiring a demonstration of Mastery for students graduating with diplomas gives some flexibility in being able to proficiency test where we are not clearly demonstrating for the State that the diploma needs to be earned. In issuing diplomas from the school site code, Mrs. Turner said diplomas need to be issued where the students are meeting the requirements while enrolled in the program. It is also being recommended that the one full-day component be increased to two full-day components in order to expand the ability to work with students with disabilities as well as middle school students. The fourth recommendation will be to formalize when students return to the secondary schools so when it happens there is less distraction in the transition and make sure they are on schedule when returning to their home school, which will come with an attendance update, a behavior update as well as grades. Also important is the transportation needs for the at-risk students.

Dr. Dawkins explained that these are some of the recommendations staff is working on based on what staff has heard from principals, counselors and parents. He reminded the Board that the reason we are here today is because we were not getting results in the previous program and it is important to do something that is different.

2011-12 Financial Audit Report. Jim Lee introduced Margie Williamson of Allen, Green and Williamson CPAs, who highlighted the financial results for the 2011-12 year ending June 30, 2012. Ms. Williams went over key areas in the CAFR noting the Independent Audit Report and their opinion on the financial statements, as well as the unqualified opinion on the financial statement which means the Financial Statements are fairly stated without any qualifications. She explained there are two financial statements in the report, (1) Statement A on the Net Assets, and noted that the Total Net Assets is a deficit because included in the long-term liability section is the OPEB liability which is growing each year, and is now \$426 million. Ms. Williamson also presented a set of financial statements based on the budget with no capital assets or long-term debt included. She noted that \$30.4 million is unassigned and \$24.4 million is the committed portion of the fund balance. Under the General Fund, she said the net change in the fund balance which shows a decrease of \$15 million, part of the reason being \$12 million was transferred from the General Fund over to the OPEB trust which went through expenses in the trust. With this being the first year for the OPEB trust, Ms. Williamson further explained that once the money is transferred to the trust, it no longer belongs to the school board, but it is fiduciary fund. To date, approximately \$11.9 million in total assets is actually in the trust.

Noting the CEEF fund, Ms. Williamson reported that the cash balance in this fund is a little over \$18 million and reminded the Board that it can only spend the earnings on this money. The interest earnings for the year was \$29,000 and is what can be transferred to the CEEP operating fund to be used for instructional purposes.

Ms. Williamson also highlighted the remaining special revenue funds, i.e. tobacco settlement with a fund balance of \$182,000 and the Child Nutrition Program fund's \$8.8 million fund balance, and the CEEF Operating Fund with a \$311,000 balance. Also pointed out was the fact that each year the report is submitted to two organizations (GFOA and ASBO) and the report is

reviewed for its certificate of achievement for excellence in financial reporting and announced that Caddo did receive these certificates from GFOA and ASBO on the 2011 Financial Audit making it the 24th year it has received these awards.

Regarding the Compliance on the Single Audit Report, Ms. Williamson stated that this is the list of Federal grants and reported that the District actually received \$64 million plus for the 2011-12 year. Any findings noted in the audit are listed in this report and it was reported that the two findings in this audit are (1) controls over inventories, and (2) compliance for Federal programs for the procurement, suspension and debarment requirement.

The final audit report presented was on CEEF a report required by the Legislative Auditor's Office. The report is not an audit, but a method of assuring that everything is being done in accordance with the law. If there are any exceptions, these must be reported; however, the audit did not note any in this report.

Mr. Lee announced that each one of these audit reports is posted on BoardDocs if anyone wishes to see copies. Mrs. Bell expressed appreciation to Mr. Lee and the staff for this outstanding report.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR MARCH 19, 2013 CPSB MEETING

Superintendent Dawkins highlighted items for the board's consideration at the March 19, 2013 CPSB meeting and the following discussion ensued.

Resolution of Continued Employment. Mrs. Bell asked for clarification on this item and Cleveland White explained that each year the Human Resources Department sends out reasonable assurance letters for employment the next school year to those who are not employed in the summer.

Approval of Salary Schedule. Mrs. Crawley expressed appreciation for the meetings with Board members to discuss the proposed salary schedule and asked why a decision was made to couple the last years? Dr. Mary Nash-Robinson explained while it is always a budget matter, staff wanted to keep the same model of the current salary schedule. Mrs. Crawley asked staff to provide her with where our actual employed teachers fall in the scale, i.e. near the top, near the bottom. Dr. Robinson responded that staff should have this information by the end of the week. Mrs. Crawley asked if there is information on a budget impact? Mr. Lee responded that the preliminary projection is approximately \$1 million. Mrs. Crawley asked if all this is declared unconstitutional; will we go back to the old or remain with the new schedule? Dr. Dawkins responded that as legal challenges are being discussed, we are moving forward with what the law says we must do by April 1. Mr. Abrams added that is correct and the Board must follow the law and noted that it was designed that employees will continue to get their step increases unless an employee is declared ineffective. Also, the categories reflect step increases for anyone who is emerging and the additional issue will be to add a \$250 stipend for any employee declared extraordinary, which can be added at a later date if needed.

Mr. Riall asked if there have been any changes since the Board members met individually with the staff? The superintendent explained there were some minor changes which Mr. Lee is continuing to work on. Mrs. Bell commented that she believes the public needs to understand where this is coming from, a mandate from the State; and the State will not give us the extra money. Dr. Robinson confirmed this information is correct. She wants to make sure that everyone understands this mandate is coming from the State and they will not give the districts any extra money. Dr. Robinson said that is correct and if it passes, Caddo will need to find the money to fund it.

Approval of CPSB Policy on Board Committees. Mr. Rachal asked how soon will appointments be made? Mr. Ramsey stated that as soon as the item is approved, appointments will be made within a week. Mrs. Crawley stated that last year Board members were given committee assignments and asked if this is a different concept? Mr. Ramsey said it is different and the CPSB will begin doing this the same as other governmental entity committees are constructed. Mr. Ramsey said that is correct and he will appoint CPSB members as they are developed.

Revision to 2013-14 School Calendar. Mr. Rachal asked for clarification on the four minutes added. Kathy Gallant clarified that the four minutes is added to the entire day and high schools would add one minute to each class. She further explained that this year the State allowed districts to go to minutes instead number of days which allows the District to add a Professional Development Day to the calendar for the Common Core. By doing this, Mr. Rachal asked if he understands correctly that it cuts back two days in which students are in class, and Mrs. Gallant said that is correct over the year's period.

Proposed 2014-15 School Calendar. Mr. Riall asked for clarification that when the students go home for the Christmas holidays if the first semester ends at this time. Mrs. Gallant verified that the first semester grading will end before the Christmas Holidays.

Ombudsman Contract. Mrs. Crawley asked of the 25 seniors, how many have or will receive a State diploma? Mr. Cooper explained that the data shared is only for the first semester. Mrs. Crawley asked how many of the 25 are on track to receive a diploma at the end of the school year? Mr. Cooper stated that a large portion of that number has transferred back to their home school, so the courses they took have gone back to the home school also. Mrs. Crawley shared a particular student who did not get anything in writing stating the student completed two semesters of work in three months, and asked if that is possible? Mr. Cooper said that is not possible (to complete two semesters in three months). Mrs. Crawley asked what does a student get in writing when they finish at Ombudsman after the first semester? Mr. Cooper explained that all students' grades issued from Ombudsman are put into the JPAM system and the schools can access the student's final semester grade. Mrs. Crawley stated that this particular student did not get any credit for the semester and is confused and was told because Ombudsman is on A plus platform, it doesn't correlate what the student is getting at the home school, so the student did not receive any credit. Mrs. Turner further explained that an assessment is made on what the student has completed at Ombudsman, which is done for all students to make sure they are on track and can transition back into the classrooms. She further stated that this particular situation is one in which she cannot go into great detail and the issuing of credits is a little different for this particular student in terms of what was accomplished and what was completed. Mrs. Turner reported that staff sat down with this particular parent to explain to her and to make arrangements for assessments and staff will continue to work with this parent and the student to make sure they understand. Mrs. Crawley shared that what she does not understand is the student did start school with his class, coming here from another district, and then because of an expulsion, he was sent to Ombudsman for October through December; therefore, she doesn't understand why this semester he completed is not transferring when he finished the first semester in our system. She asked if it is possible to do the classwork from another computer off site, i.e. his home? Ms. Fila explained that students can utilize the curriculum outside the center for additional work; however, the assessments must be completed at the location with the teachers monitoring the work to insure the student is mastering the concepts. Mrs. Crawley said that makes sense to her, but it is not what the student and the principal are saying. Dr. Dawkins added it is possible there could be some unique situations; however, the majority of students have a packet that returns to the school with the student via JPAM. He further stated that the on-line platform is similar to Caddo's E2020; however when a student comes to Caddo from another State and was expelled, it can complicate the situation. Dr. Dawkins also added that the real

issue is whether or not the student is on schedule to graduate. Mrs. Crawley asked is it possible for a student to request taking a proficiency test and by-pass the remainder of what this student is doing? Mrs. Crawley asked the staff to provide the board with a detailed report on the 25 students (seniors) with their initials, the school, their credits, and if they are on track to graduate.

Mrs. Crawford noted the highest number of students referred to Ombudsman being in the 8th grade and that this is a transition year for students. She asked if Ombudsman surveys 8th graders in the Ombudsman Program relative to why they were expelled, i.e. fighting, excessive absences so Caddo can hopefully find ways to help students through this transition time. Dr. Dawkins responded that staff has spent a lot of time determining why the students were referred to Ombudsman, and continue to work through the data, so we can intervene and help them return to their home school as well as help future 8th graders as they enter this transition year. He also reminded them there are students in Ombudsman that were at Academic Recovery for two years before being transferred to the Ombudsman Program. Mrs. Crawford said she believes if we can successfully address some of the reasons, then the students will be better prepared and more successful in high school and these numbers will go down.

Miss Green asked if the agenda item is the Ombudsman contract, and if the backup provided is what the Board is considering? Mr. Ramsey explained the only information on BoardDocs is what Board member Hooks provided. She also asked about the Career Day held by Ombudsman, as she was not aware of this event. Staff responded it was held on February 15th.

Mrs. Bell asked where each of the four Ombudsman locations are located? Mr. Cooper responded that the East location is at Shreve City, the North location is on North Market, South location on Jewella and the West location is on Greenwood Road. Mrs. Bell noted that the Board did receive an invitation to the Career Day and noted that she was very impressed with the program. She also reported on a visit to one of the night classes in which she observed 25 students actively engaged in learning. One of the students in this class was a gifted student and because she had a knife in her lunch box, she was suspended. She asked if it is possible that gifted students can continue her classes and can the student's teachers from her home school come to the Ombudsman site to observe and help that student, and Mr. Cooper said absolutely. Regarding E2020, Mrs. Bell expressed her appreciation for the article and asked if E2020 is available or being adopted as part of the Ombudsman Program. Ms. Fila responded that E2020 is already in use in the Ombudsman Program; however, the idea is to expand the use of E2020 to provide additional opportunities for students.

Mr. Abrams clarified that the current contract has a March 31st deadline for the Board to decide if it wants to renew or not. One recommendation is revising the one-day to two-day and also the formalization of secondary returns (students returning to schools) and the Board will decide if it agrees with these recommendations and if they should be placed into an addendum to the current contract. He further explained that he assumes the change of one-day to two-day would involve a cost and it would be important to know that cost and address it prior to next week. Ms. Fila responded that an addendum would be possible, and the recommendation regarding the transition is something they definitely would accept and place in an addendum. She also stated they have looked at changing the one-day to two-day and will make this change.

Mr. Riall noted the average attendance of 71% and the graph reflecting attendance at between 63% and 79% and asked if this means the students are missing an average of 29% of their classes? Ms. Fila explained that the typical issue with attendance is some students have chronic truancy issues which affect the overall attendance for those locations. Mr. Riall asked if these students are still under the guidelines of the parish truancy policy, and Ms. Fila responded they are and they report truancy just as any of the other Caddo schools. Dr. Dawkins added that the parents of students at Ombudsman also still receive the JPAM calls as they do when at their

home school; and he reminded the Board that many of the students at Ombudsman come to us with chronic truancy issues as well as other issues.

Mr. Hooks stated that he received a copy of the contract today and he does not have any questions until he has reviewed the contract. He also asked that staff provide him with an itemized report to date showing how much has been spent to date on Ombudsman. Dr. Dawkins stated that Mr. Lee will have that report tomorrow.

Ms. Priest referenced the causes for students to be enrolled in Ombudsman classes as shared in the presentation; and relative to the 71% attendance rate, asked the superintendent what the attendance was in the previous alternative school system? Dr. Dawkins explained that staff looked at the overall for the last year because some of the data was approximately 72-73%. Ms. Priest also asked about the 19 students who have gained employment and if we are looking at fields that are currently needed in the economy that would ultimately transition the student into a career? Mr. Cooper explained the curriculum used by Ombudsman for college readiness (Nuance) and this curriculum goes over different types of careers and the students are exposed to this information through the career coaches. Ms. Priest asked Mr. Cooper to what he contributes the 71% attendance, and he responded they talk with the parents and the students attending Ombudsman, and all go through an orientation process. He also highlighted the many services available to the students through this program. Ms. Fila reported that the largest population is the over-age and also the students (31%) that are at Ombudsman due to behavior problems. Ms. Priest indicated she does like the wrap-around services being provided not only for students, but also for the families.

Mr. Ramsey asked that the slide presentation be added to BoardDocs. Mr. Rachal asked if he understands this is only a presentation and has nothing to do with the contract? Mr. Abrams noted that the board agenda item states "Ombudsman Contract," and the contract is crafted to reflect that it is self-renewed on March 31st unless one party gives the other party notice that they are not going to renew. So, the Board could decide on or before March 31st to not renew the contract; and, if the Board does nothing, the contract will continue. Dr. Dawkins clarified that staff's recommendation at the end of the presentation is to continue the program for the next year. Mr. Rachal asked about the information on the average number of students, and Ms. Fila announced that the total number is 518. Mr. Rachal asked if the contract has been adjusted to reflect this new number and Ms. Fila responded that the number of students remains the same at 450 and this number (518) represents the total number of students that have transitioned through the program throughout the year; and there has never been a time when there were more than 450 students enrolled at one time. She also added that this number also includes some students who have transferred between sites in the program, so the actual total number of students that have been through the program is 508. Mr. Rachal asked if 58 students have transitioned back into the classroom? Ms. Fila stated that 30 students were recommended for transition back to home schools by the program and agreed upon the school district; some students moved, and some students were dropped for attendance/behavioral reasons or possibly incarceration and would constitute the 58 students. Mr. Rachal also asked about the E2020 on-line courses and if Caddo signs them up to what is available? Ms. Fila responded that there are students in the program already placed in courses and they can continue in those courses. Regarding the all-day program, Mr. Rachal asked about the number of students enrolled and Ms. Fila reported there are 30 students in the all-day program. He also asked about the cost for these students and Dr. Dawkins responded that while he does not know what the cost is, it is within the contract. Mr. Rachal asked how many of the 30 all-day students have transitioned back into their home school? Mr. Cooper stated that the majority of the full-day program population is primarily special education and these students have an IEP date which they are to return to their home location, and he would anticipate approximately seven.

Mrs. Crawley asked if students have been suspended or expelled for certain behaviors, i.e. group fights, and not allowed to attend the Ombudsman program? Dr. Dawkins said the beauty of satellite sites is the ability to put different students in different places and no one is refused unless the issue is so serious they cannot get in a school anywhere, and it is sometimes necessary to look at the cases individually. Mrs. Crawley said the message she received is when there is a group fight, Ombudsman has said they do not accept students involved in group fights. Carla Moore responded that is not correct; however, in incidents such as a group fight, the expelled/suspended students may not all need to be together and they might be sent to different sessions. Mrs. Crawley asked if students who have been arrested are enrolled in Ombudsman and Mrs. Moore said we do and there are approximately 31 students. Ms. Fila also stated the District refers students and Ombudsman accepts all students sent to them by the District.

Ms. Trammel asked about not tolerating violence in any location and because there is such a high number of 8th graders, she would like to see the number of referrals for 8th grade and what we can do to change the number.

Mr. Riall asked that staff provide figures on the number of children referred to Ombudsman versus the old referral system and also the number of children transferring out of Ombudsman back to their original school compared to the number referred out of Hamilton Terrace and Academic Recovery. Dr. Dawkins explained that a little more time will be needed for providing this information to the Board.

Mrs. Armstrong asked if there will be any changes in terms of the costs with the new contract? Dr. Dawkins said at this point, additional costs are not anticipated. She said she appreciates the report and the content of the presentation, and she hopes it will be successful for the children. She also asked about the contract and if anyone has seen a student leave and then come back, and Ms. Fila responded this is something being monitored. Mrs. Armstrong said she would also like to know in the transition process if we are being successful in accommodating the needs of these students; and if they are returning, are they returning for the same reasons.

Mr. Abrams clarified that the contract has an automatic renewal and is a three-year term after each year; and if the Board does nothing, there is no need to do a new contract, but to only provide an addendum to attach to it relative to the recommendations.

With the conclusion of staff's report, Superintendent Dawkins announced that staff is recommending continuation of the program.

Mr. Ramsey asked that the superintendent add the recommendation and a copy of the contract to BoardDocs.

ADDITIONS

Textbook Adoptions. Superintendent Dawkins announced that because State law requires it, it is necessary to move forward with textbook adoptions for K-2 math textbooks and K-5 Reading textbooks. He explained that both books will come in a digitized format and the publishing company will not release the digitized version until a hard copy is purchased.

Mrs. Crawford asked President Ramsey if he will be referring the maternity leave policy to one of the Board committees for review?

ESTABLISH AGENDA AND PROPOSED CONSENT AGENDA

Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda (Items 6.02, 7.01, 8.01-8.07, and 8.09-8.10) be approved for the March 19, 2013 CPSB meeting as submitted. Vote on the motion carried unanimously.

POLL AUDIENCE

Josephine Jones, grandmother, explained that she has had custody of her granddaughter for the past four years and offered kudos to the Ombudsman Program because of the drastic change she has seen in her granddaughter since she became involved in this program approximately one month ago.

Jon Glover, employee, referenced the audit report; and that after listening to it, she has questions about some of the practices, i.e. procurement, suspensions and debarment. She said it offered there were some problems with the way we handled vendors and that we were not going through the bid process for projects of more than \$25,000. If so, she would like to know the vendors paid without going through the appropriate guidelines. Also, she noted discrepancies in another item relative to Federal procedures in the expenditure of Federal funds and that the Board should investigate the expending of funds during this budget crisis, not wanting to find ourselves being fined for utilizing funds that are not being subjected to the processes as we need to be.

Jackie Lansdale, president of Red River United, also addressed the audit report and noted a discrepancy in the number of 2,974 certified teachers reported on page 22 compared to 2,640 teachers reported on page 25. Also, she asked about the matrix available on where the teachers were on the salary schedule and how they will be impacted by the new salary schedule. Mrs. Lansdale also expressed that she agrees and likes the 1.4% steps as well as the differentiation between the lanes, but questioned why the steps doubled up when getting at year 12. While she heard the question about the budgetary impact to not have the double year steps, she did not hear the answer and believes the Board should address this. She also asked that the Board look at including an appeal process in the emerging; and lastly, it has been known for a long time that minutes rather than days could be counted and she encouraged the Board to look at the economic impact of adding another day in the Fall (during the Louisiana State Fair) by only adding a few minutes to the day because of what it will do for the community.

Superintendent Dawkins shared with the Board a Memorandum regarding the granting process for Federal dollars related to early childhood programs and the new laws that require us to work with private providers (day care centers) and if we don't, the funding could close to Caddo Parish.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:50 p.m.*

March 13, 2013

A special committee of the Caddo Parish School Board (CPSB) met in session at approximately 11:15 a.m. on Wednesday, March 13, 2013, in the Superintendent's Conference Room located at 1961 Midway Street, Shreveport, Louisiana. Committee members present were Dottie Bell, Chair, Bonita Crawford, Ginger Armstrong, and ex-officio members Larry Ramsey and Carl Pierson. Staff members present were Roy Murry, director of security; Jim Lee, chief financial officer; Rick Jones and Stephen Hall, Information Technology. Charlotte Crawley and Jasmine Green were absent. Mrs. Bell led the prayer.

Mr. Murry reported that since the last meeting, he met with additional staff members to discuss the current system, JPAM and Basis, its capabilities (including pictures of students being put into the system for ID purposes), set up costs, licensing fees, etc. In the bid shared, Mr. Murry explained the software fee is actually a licensing fee as the District already has the software but there is a license for each piece of the Basis System, which Mr. Jones will look to negotiate down the cost of \$2850. Mr. Murry also shared that with this bid, the District would be looking at a cost of \$409,400 to set up every school throughout the system; however, if a mobile printer or central printer location is set up, the cost would be a lot less depending on the number of printers. The cost of each printer is \$3,175. He also shared that staff discussed the possibilities of doing everything with one card, i.e. library and cafeteria, by adding a bar code to the card for these services.

Mr. Murry also reported that information has been transferred from JPAM to the Basis System and it is now important to decide which fields we want to populate; and if the information is on the Basis system, we should be able to send it to JPAM, i.e. pictures. As a result, this will possibly lower the cost somewhat, noting one principal's idea of getting a CD from the photographer that takes the school pictures and uploading the pictures to the system.

The committee asked staff to clarify how the licensing works, the possibility of purchasing a set number of printers and placing them at the Technology Center (or other location such as Professional Development), principals setting up a time to use a printer to print their school's IDs, staff responsible for the printing, etc. Mr. Jones, in response to the question regarding the life of the printers, responded that printers should last at least five years. He also stated that for students transferring in after pictures have been taken, the school can take a picture of the student with a digital camera and upload the picture to the system. He also clarified that the licensing fee is for the location and not the user. Additional options discussed included taking the pictures every other year; starting with all K-8 and middle schools (high schools already have badges), having a centralized location for five printers, deciding who will be responsible for printing all badges. Regarding badges in the elementary schools, the question was raised relative to the need as elementary students are typically escorted from one place to another and adding cards might be more cumbersome for the teachers.

Following discussion, it was the consensus of the group that the focus for additional information will be: (1) a central location for printing the badges (with possibly four printers), (2) staff clarifying the licensing fees (which are a recurring cost), (3) badges for all middle schools and K-8 schools, and (4) IT negotiations relative to costs of licensing fee(s). The group agreed that the next meeting would be scheduled following the availability of additional requested information from staff.

No additional discussion, the meeting adjourned at approximately 12:12 p.m.

March 19, 2013

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 19, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 12, 2013, FEBRUARY 13, 2013, FEBRUARY 19, 2013, MARCH 4, 2013 AND MARCH 12, 2013 CPSB MEETINGS

Mr. Pierson moved, seconded by Mrs. Bell, to approve the minutes of the February 12, 2013, February 13, 2013, February 19, 2013, March 4, 2013 and March 12, 2013 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications, and Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following students and staff members for recent achievements. President Ramsey and Superintendent Dawkins presented each with a certificate recognizing their accomplishment. Administrators, family and friends present were also recognized.

Music Appreciation Month. As part of music appreciation month, a music group from Riverside Elementary performed various musical selections for the board and audience.

Suicide Prevention Poster & Essay Contest. The following students were recognized as Grand Prize winners in the Suicide Prevention Poster & Essay Contest: Katherine Gray, 5th grade at Forest Hill, Grand Prize Elementary Poster Contest Winner; Hope Monroe, 8th Grade, Herndon, Grand Prize Middle Poster Contest Winner; and Diamond McKinney, 8th Grade, Herndon, Grand Prize Essay Contest Winner.

Candidate for Presidential Scholars Program. Sean Nathan, Caddo Magnet High School, was recognized for being selected as a candidate for the United States Presidential Scholars Program. Being one of the highest honors a senior can receive, Sean will travel to Washington, D.C. in June to participate in the National Recognition Weekend where he will be presented the Presidential Scholars medallion during a ceremony sponsored by the White House.

National Youth Leadership Forum on National Security. Cadet Captain Kerry Johnson, Huntington High School JROTC, was recognized for being chosen to attend the National Youth Leadership Forum on National Security (Exploring American Diplomacy, Intelligence and Defense) in Washington, DC March 5-10, 2013. Mr. Mainiero explained that this challenging 6-day program introduces students to careers in defense, intelligence and the diplomatic corps.

Louisiana Jr. Science and Humanities Symposium. Henry Lin and Joan Liu, Caddo Parish Magnet High School, were recognized for placing first and second respectively, in the Science & Medicine Academic Research Training Program (SMART) sponsored by the Biomedical Research Foundation of Northwest Louisiana and LSU Health Science Center. This program is jointly sponsored by the U.S. Departments of the Army, Navy, and Air Force, in cooperation with the leading research universities throughout the nation.

LPBs Young Heroes. Mr. Mainiero announced that Rachel Patteson, Northwood High, and Hollie Fields, North Caddo High, in conjunction with Louisiana Young Heroes Day in Baton Rouge on April 17th, will be recognized for rising past dire adversities in their lives to achieve academic and personal success.

Prudential Spirit of Community Awards. Prudential Chairman and CEO John Strangfeld introduced and recognized the following Caddo students as recipients of Prudential's Spirit of Community Awards for their contributions to their communities: Erica LeMere, 8th grade, Caddo Middle Magnet, Louisiana's Top Youth Volunteer.; Lucia Boyd, 8th grade, Caddo Middle Magnet, certificate of excellence; and Safa Michigan, 8th grade, Caddo Middle Magnet, and Alexa Babin, senior at Byrd High, distinguished finalists.

Southwood Lady Cowboys Basketball Team. The Southwood Lady Cowboys and the coaching staff were recognized for winning the Class 5A Championship for the 11th time. Steve McDowell is the head coach for the Southwood Lady Cowboys, Matt Gallion and Monique Reese, are the assistant coaches. The Lady Cowboys finished the 2012-13 season with a 33-1 record and the Louisiana 5A Championship. Also, the Lady Cowboys' record over the last four years is 142 wins and 6 losses, and they are ranked No. 15 in the Nation.

2013 School Social Worker of the Year. Dottie Cary Armand was recognized as the Shreveport Region, National Association of Social Workers School Social Worker of the Year for 2013. She was nominated for this honor by Kathleen Cush.

Capital One Bank Presentation. Connie Delaney, Capital One Bank, presented an \$8,000 grant to South Highlands Elementary Magnet School for their Club RAD (Reaching and Discovering) after-school program. This program is open to any student and focuses on study skills, testing strategies, and problem-solving through hands-on and cooperative methods.

RFPs for Superintendent Search Services. Purchasing Director Tim Graham shared with the board the results of the RFPs for Superintendent Recruitment Services. Mr. Ramsey announced he will add this to the Thursday, March 21st work session, for review and discussion. Mr. Rachal asked about the reference under expenses of "not to exceed"? Mr. Graham explained that the amount is based on the basic search; and if the board wishes to go beyond the basic search to seek additional candidates, it means there will be additional fees. Mrs. Crawley asked about the reference to "staff in Louisiana", and Mr. Graham explained they have staff in the State (Baton Rouge office). Mr. Riall asked about the one-year guarantee and Mr. Graham responded that if the candidate selected decides to leave, they will come back and do the services without charging an additional fee, but for expenses only. Miss Green asked if these are the closest to do searches and Mr. Graham responded these were the only ones to submit proposals.

Administrative Appointment. Dr. Mary Nash-Robinson introduced and welcomed Gary Brewer, newly appointed supervisor of buildings and grounds.

VISITORS

Jackie Lansdale, Red River United, referenced agenda items that will directly affect employees, i.e. pay schedule and school calendar. She expressed the organization's appreciation and concerns as follows: (1) Recognizing that the board is operating under a timeline to meet the Department of Education's April 1st deadline for submitting a new pay schedule tied to performance, and despite today's Court ruling that pay tied to performance is unconstitutional, she reminded the Board that the pay schedule is extremely important in communicating what the District values. She said they were pleased that degree lanes were established as this will encourage teachers to attain a BS Degree, which pursuing advanced degrees is an equitable opportunity for those who wish to pursue it. Mrs. Lansdale also noted appreciation for the

consistency between steps (1.4%), but noted the doubled steps (frozen for two years), beginning at Step 11, and the message this sends to the veteran teachers. She asked if the board is aware that over 50% of its teachers are in the Year 11 category or above and that freezing their salaries on top of the added pressures that continue to tax education is demoralizing to them? She again thanked the board for what it got right, but encouraged the board to correct what is wrong and revisit and reconsider what Rahmberg recommended. Understanding that the board must submit this to the State by April 1st, she asked that the board revisit the salary schedule before implementation. Mrs. Lansdale added she will speak to the school calendar before the board votes on it.

Dadrien Waite, Caddo employee, addressed his concerns which were brought to his attention by Red River United, that the State will be voting to take away sick days and how some of the employees that work under his supervision will be affected. He also addressed a concern shared with him that the Superintendent shut down six schools and has mixed the middle school students with high school students which he believes is a problem. Mrs. Armstrong asked that someone from staff visit with Mr. Waite.

Jon Glover, Caddo employee, shared her discontent with how the Board handles its issues because it is obvious if the Board does not wish to share the intricacies of any subject matter, it is placed on the consent agenda. She noted that 10 of the 14 items on the agenda have been placed on consent, i.e. salary schedule, out of state travel, financial audit, and asked if the Board did not have additional questions after concerns were expressed. Ms. Glover stated the Board needs to remember that it answers to the constituents; and when the Board deliberately places items on consent that are worthy of addressing, she believes it suggests the constituents do not need to know about the particular issues, which is what she feels the Board did to her at the last meeting. She asked if the Board realized that the destruction of the school system is at hand and if the Board is part of the problem, because she believes if the Board had seen what she sees, it surely would have done something by now. Ms. Glover stated she is not the Board's enemy, and if she tells the Board the truth, she doesn't want the Board to demean her; because she does not do it to the Board. However, when things are not right, they're not right; and when things are wrong, no matter who does them, they're wrong.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted items for the board's consideration and President Ramsey announced that the following are the proposed Consent Agenda items: 6.01-6.02, 7.01, 8.01, 8.04, 8.07, 8.09-8.10, 8.12-8.13, and 13.01 (C.A.).

Mrs. Lansdale, president of Red River United, addressed Item 8.09 "Revision to 2013-14 School Calendar", and she believes it goes hand-in-hand with the pay schedule. She noted there are 63,720 instructional minutes and the schedule can be set up to meet these minutes anyway the District desires. Mrs. Lansdale shared how DeSoto Parish's calendar has eight less contact days than Caddo by building in an additional 15 minutes each day. She encouraged the Board to be more cerebral and look at the important things, i.e. absenteeism and building a school calendar which allows for breaks in the school year.

Mr. Rachal moved, seconded by Mrs. Bell, to approve the agenda and consent agenda as presented. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendations and the administrative contract renewals as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of January 19, 2013 through February 21, 2013 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Construction/Capital Projects. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Camus Electric, with a Base Bid, for the sum total of \$517,915, for Project 2013-Q502, "QSCB2 Data Wiring & Security at Fairfield, Barret and Atkins"; (2) Camus Electric, with a Base Bid, for the sum total of \$815,000, for Project 2013-Q503, "QSCB2 Security at Keithville, Ridgewood, Newton Smith, Youree and Caddo Heights." A copy of the bid tabulation sheets is attached and made a part of the permanent file record for the March 19, 2013 meeting.

Item No. 8

8.01 Resolution of Continued Employment. The board approved the resolution of continued employment authorizing the superintendent to write letters of reasonable assurance of continued employment as submitted by staff in the mailout.

8.04 2011-2012 Financial Audit. The board accepted the 2011-2012 financial audit reports as submitted by Allen, Green & Williamson, LLP.

8.07 Agreement Renewal Youth Enrichment Program. The board approved the agreement for the continuation of the YEP afterschool program for 2013-2014 as recommended by staff and submitted in the mailout.

8.09 Revision to 2013-14 School Calendar. The board approved the proposed revision to the 2013-14 school calendar adding four minutes to each school day, allowing for two additional professional development days.

8.10 Proposed 2014-15 School Calendar. The board approved the proposed 2014-15 school calendar (minus the State testing dates) as submitted in the mailout.

8.12 Approval of Textbook Adoptions for K-2 Math and Reading K-5. The board approved the recommendations for Math textbooks for Grades K-2 and Reading textbooks for Grades K-5 as recommended and submitted in the mailout.

8.13 Approval to Begin Process for Renaming Southwood High School Gymnasium for Coach Steve McDowell. The board approved to begin the process for renaming the Southwood High School gymnasium for Coach Steve McDowell.

13.01 Student Readmission Appeal Hearings. The board approved the readmission appeal for student C.A. whose parents are in agreement with staff's recommendation.

APPROVAL OF SALARY SCHEDULE

Mr. Rachal moved, seconded by Mrs. Bell to approve the salary schedule as submitted. Mrs. Crawley asked if the Board will be able to amend this schedule if needed, understanding that the Board is approving today to meet the State's guideline? Mr. Abrams explained that if the Board

approves it, it is the salary schedule; however, the Board can come back and change the salary schedule. Mrs. Crawley stated that as noted by one of the speakers, we will get what we focus the money on and noted the years on the salary schedule where previously steps were doubled up four times and the fact that the recommended calendar is recommending nine double steps. She asked if the any of the classified scales are similar and there are double steps. Dr. Robsinson responded there are other pay schedules where the salaries are frozen at certain years, but she is uncertain about the extent. Mrs. Crawley stated that she would have liked more time to study this; but understanding that the first proposal is due in Baton Rouge, but noted that on those years that the salaries may be frozen, and the insurance increases, an employee could experience a decrease in their check. Mrs. Crawley asked staff how much does the District pay Mr. Rahmberg for this because she thought Caddo's staff would do this. Dr. Robinson said she has received the invoice todate but will provide the requested information when she does.

Mr. Hooks stated that every time he sees the name Rahmberg, he has nightmares. Knowing that submitting this new salary schedule is a new State Mandate, he cannot vote for something that he knows is not right. He stated there are some years when employees do not get a step increase and he does not believe this is right; and asked staff about the \$250 increase for some employees. Dr. Robinson explained that this is for those who receive a highly effective rating. Mr. Hooks added that he also doesn't believe it right to evaluate the teachers based on their performance. Mr. Abrams reminded the Board that there is no longer any automatic moving in the salary schedule; and while the old schedule looks very similar to the new one, and it was important that the expert was involved in this so as to have a witness to its compliance with Act I, and Caddo looked at it a lot differently than what the State has said relative to raises and the three parameters in Act I state you address performance, evaluation, experience and demand. He also said this is how it is able to work with the key feature being that the law states we cannot give anyone who is ineffective any increase. If anywhere in the three parameters an employee is not ineffective, the employee still gets to move up a step. He further stated that it is important to make sure that evaluations are done correctly and objectively. Mr. Abrams also reminded the Board that Caddo used the step system when a much of the remainder of the State used a formula.

Mrs. Bell moved, seconded by Mr. Pierson, to call for the question. Vote on the motion to end debate carried with Board member Crawley opposed.

Vote on the main motion carried unanimously.

OUT OF STATE TRAVEL

Mr. Rachal moved, seconded by Ms. Priest, to approve requests for out of state travel funded through the General Fund as submitted in the mailout. Mrs. Crawley noted incidents in the past where staff would attend a conference at the end of the school year and retire shortly after their return. She stated that if employees attend learning conferences, the Board believes it is approved based on the fact that these employees attending are those that will have the biggest impact on the students. She asked that staff monitor this closely to make sure that those approved to travel are approved to benefit the staff and students. Mr. Rachal stated that he is not aware of this, but asked if it is possible to put something in policy that states if someone is retiring they cannot be approved to attend such conferences. Dr. Dawkins stated he is not aware of any of the employees requesting out of state travel retiring; however, staff will keep this in mind when scheduling out of state travel at the end of a school year. Mrs. Armstrong stated her appreciation that this was brought up as she remembers a specific incident where this happened and she supports having a contingency in place in the event this occurs. Mr. Riall asked if there are any retirement notification requirements and Mr. Abrams said there are not. Vote on the main motion carried unanimously.

REQUEST FOR CONSENT TO ASSIGNMENT (EXCO/HGI JV ASSETS)

Ms. Priest moved seconded by Mr. Rachal, to approve EXCO Resources Inc.'s request to assignment from BG US Production Company. Mr. Hooks asked for clarification and Mr. Abrams explained that oil and gas leases are transferred all the time and in the lease it requires that the land owner (lessor) approves the consent or assignment in between the other parties and this is the formality for that. Vote on the motion carried unanimously.

REQUEST FOR USE OF CPSB FACILITIES

Mr. Riall moved, seconded by Mr. Hooks, to approve the requests for long-term use of the Vivian, North Caddo and Southwood school gymnasiums as recommended by staff and submitted in the mailout. Mr. Riall asked if he understands correctly that the rental fees for Vivian and North Caddo have been waived by the principal. Mr. Woolfolk responded it has. Mr. Riall asked if he remembers correctly about a fee for cleaning being included. Mr. Woolfolk explained that the air conditioning cost is included for use and is the only cost for these requests. Ms. Priest asked if she understands correctly that the principal waives the fee and Mr. Woolfolk clarified that anytime a request is made and staff notifies the principal of the request for usage. The principal notifies staff of the school's availability and if there is any community impact, the principal typically will request that the fees are waived; and if that is the case, which is rare, this fee is waived. Custodial fees for cleaning up, opening and closing the building, are not waived. Vote on the motion carried unanimously.

APPROVAL OF CPSB POLICY ON BOARD COMMITTEES

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the proposed CPSB policy as submitted in the mailout. Mrs. Bell stated that since the appointment of the ad hoc committee on ID badges, she believes this is the process the Board needs to follow. Mr. Hooks asked if the committees will meet between the Board meetings? Mr. Ramsey said that is correct and the Chair of each standing committee will call the meetings when needed. Mr. Hooks asked about Board members not being able to attend committee meetings because of previous committee involvement? Mr. Ramsey stated there may be some logistics that need to be worked out, but this is a process that other Board's are already following. Miss Green asked if she places four items on an agenda, and the Board President assigns all four items to a committee, does she have to attend meetings of all four? Mr. Ramsey said it would depend on the agenda item and these referrals will be made on items brought by Board members so that it is heard by a committee. Miss Green stated she has always heard if you want to kill something, send it to a committee. Mrs. Crawford commented that she received a notice a couple of days before a committee meeting and she was unable to attend, and she heard there was a second meeting in which she was not notified. Mrs. Crawford said she believes if we establish this process, it must be carried out correctly for it to be successful. Mr. Ramsey clarified that these committees may not meet every month, and when there is a need, it is referred to the appropriate committee and he doesn't anticipate that many problems or difficulties with the proposed process. Ms. Trammel stated that for clarification, will everything go to committee, because there are items brought to the board that have ample information to explain what the Board is voting on while further explanation/investigation is needed on others. Mr. Pierson stated that sometimes there is confusion relative to what Ad hoc committees and Standing committees are, because the standing committees are those items listed in the agenda and Ad hoc committees address items that might possibly need additional discussion. He believes Mrs. Bell's request has developed into an Ad Hoc committee request because if it had not, and based on the two meetings held, the Board will be discussing indepth all the issues that arose in the conversation. He said he believes "Standing Committees" is important as well as Ad Hoc committees when needed. Mrs. Crawford stated that she has never been on a board that did not have committees, and she believes it saves time at board meetings by bringing pertinent information to the meetings.

Vote on the motion carried with Board members Green and Crawley opposed and Board members Riall, Pierson, Hooks, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Miss Green left the meeting at approximately 6:10 p.m.

OMBUDSMAN CONTRACT

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve continuation of the Ombudsman contract for year 2 to include recommendations presented by staff the mailout. Ms. Glover asked the Board if it ever wondered if Hamilton Terrace and Academic Recovery could have been as effective with their pupil-teacher ratio as with the Ombudsman program. She added that Hamilton Terrace and Academic Recovery facilitated students on a full-day basis, and Academic Recovery, for 2011-12, facilitated 192 students and Hamilton Terrace facilitated 208 students. She asked what happened, because when Ombudsman began in August 2012 there was no notice of how many students Ombudsman was assigned, but according to the *Minifacts* issued in January of 2013, a total population of 370 students. She said these students are at four different locations (East-69, North-43, South-66, and West-74); and while Ombudsman is doing well to meet the needs of the referred students, not every child affected is being addressed. She said it is true that Reading, Writing and Arithmetic are essential, but the totality of the students also needs to be addressed and asked where should we go from here?

Mrs. Armstrong stated that with some tweaking, she believes we stand to recover some students with this program as opposed to what we have had for many years. She said she hopes Ombudsman will be open to our staff and the staff's suggestions relative to making this program even more efficient than it is today to serve more students in the future, as well as the Board being open to try new things. If what we have is not working, she believes there is a need to be open for looking outside the box.

Mr. Hooks moved, seconded by Mrs. Crawley, that CPSB cancel the Ombudsman contract in accordance with the contract terms and to reopen Hamilton Terrace and Academic Recovery as the alternative schools for the 2013-14 school year. Mr. Hooks stated he is perplexed because since February 19th he has requested an itemized report of how much Caddo has paid Ombudsman from the time it started until that particular day and was told at the last meeting that he would receive this information the next day. Mr. Ramsey reminded Mr. Hooks that his item is to reinstate Hamilton Terrace and Academic Recovery and to limit his comments to the merits of his motion. Mr. Hooks said he is doing that; and because Board members are held accountable as to how business is conducted, if he can't get a report, he questions what might be wrong. Referencing the contract, Mr. Hooks asked if there will be additional costs for the year 2013-14? Mr. Abrams responded that Year 2 does have an increase for cost of services, as does Year 3, and Mr. Hooks asked what the increases might be? Mr. Abrams stated that the contract states that for 2013-14 the cost will increase from \$3,531,000 to \$3,636,990 or \$67.47 per slot. The same is true for the off-campus students and the Special Ed students slots went up from \$18,500 to \$19,055 per slot in 2013-14, all which is in the contract. Mr. Hooks stated that with the Board preparing to ask the voters to approve a tax renewal; and while he understands the importance of this renewal passing, it will be difficult without the information. He also asked staff to explain who gives the students their credits. Mrs. Turner explained that for the transition back to the school, we must make certain we have met the obligations and the requirements (.5 or full semester), then the credit is awarded accordingly. Mr. Hooks asked if the credit is coming from Caddo rather than Ombudsman? Mrs. Turner explained that Ombudsman is the program in Caddo. Mr. Ramsey stated that it is time for him to present his argument as we are not in the work session. Mr. Hooks said he has been quiet and he believes Mr. Ramsey is being disrespectful in telling him the need to move on when he has questions concerning his motion.

Mr. Ramsey stated there is a motion on the floor relative to cancelling the contract and reopening Hamilton Terrace and Academic Recovery. Mr. Hooks confirmed that is correct and the people need to know why he brings his motion. Mr. Ramsey reminded Mr. Hooks that there was opportunity at the work session for board members to ask questions and now it is time to present arguments in support of the substitute motion on the floor. Mr. Hooks read aloud a copy of the CPSB policy governing the Board's agenda, and that he believes the Board President is trying to sabotage his motion. Mr. Ramsey stated that the key word is "merits of the motion" and while Mr. Hooks is asking questions about the Ombudsman contract, his substitute motion is about canceling the contract and reopening Hamilton Terrace and Academic Recovery which is the motion on which he needs to hear the merits. Mr. Hooks responded that he has a need to respond to this parent, and Mr. Ramsey said it is possible that those questions might be answered when the discussion returns to Ombudsman and not his (Mr. Hooks') motion on cancelling Ombudsman. Mr. Hooks stated he previously had a motion and everyone acted as if they did not understand and he added that four hours in a classroom is not enough. While he has nothing against Ombudsman, Mr. Hooks' point is he has not received the information he requested and he still wants to receive it.

Dr. Dawkins stated that Mr. Lee can respond to Mr. Hooks' question, but we have only paid Ombudsman what the contract says we will pay them, nothing more, nothing less. Mr. Hooks asked that this information be sent to him in writing.

Mrs. Crawley shared she has spoken with parents and staff; and in the beginning it was reported that with Ombudsman, a student could receive one of two types of diplomas, i.e. an Ombudsman diploma (certificate of attendance), and a State diploma. A student cannot attend Ombudsman without returning to their home school and the home school accepting the credits from Ombudsman. What she is hearing from one parent is her son took the classes and tests many, many times before getting it right, and now that his first semester is complete, he has no credits for that semester; and she understands there are 25 students that this has happened to. She also shared other incidents with students not getting what they would be getting at Hamilton Terrace and Oak Terrace (Academic Recovery). With these students not getting credit at the end of the first semester, parents will be very unhappy.

Dr. Dawkins stated that the Ombudsman Program is registered with a school site code the same as any other school in the State of Louisiana and the credits (which are Louisiana credits) are transferred schools. Also, he clarified that the District was not serving these students very well in the old program, having the lowest scores in the State, so anything better than that is what we are attempting to do; and even though everything is not perfect, we were never perfect.

Mrs. Crawley added that he is not singing praises to anyone and comparing, she said there was a time when the Board was able to attend the Summer graduation, etc.

Mrs. Bell moved, seconded by Mr. Riall, to call for the question on all motions. Vote on the motion carried with Board members Crawley and Rachal opposed.

Vote on the substitute motion to cancel the contract and reinstate Hamilton Terrace and Academic Recovery failed with Board members Hooks and Crawley supporting the motion and Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed. Board member Green was absent for the vote.

Vote on the main motion to continue the Ombudsman contract for Year 2 carried with Board members Crawley and Hooks opposed and Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed. Board member Green was absent for the vote.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that information on the May 4th tax renewal has been provided at Board members stations and additional information will be available at the work session on March 21st.

ANNOUNCEMENTS AND REQUESTS

Mr. Pierson noted his concern that it takes three people to place agenda items on the consent agenda, yet one person can remove it from the consent agenda. He believes if something is placed on the agenda by a vote, then any changes should also be made by a vote of the board.

EXECUTIVE SESSION

Mr. Pierson moved, seconded by Ms. Trammel, to go into Executive Session for the purpose of a student readmission appeal for up to 15 minutes. Vote on the motion to go into Executive Session carried and the Board went into Executive Session at approximately 6:40 p.m. The Board reconvened in open session at approximately 7:10 p.m. Mr. Pierson moved, seconded by Mr. Rachal, to uphold staff's recommendation for R.D. Vote on the motion carried unanimously with Board member Green absent for the vote.

Adjournment. *Mr. Pierson moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:12 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

March 21, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 2:00 p.m. on Thursday, March 21, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green (arrived at 2:27 p.m.), Carl Pierson, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins, and Reginald Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

President Ramsey announced that the purpose of today's meeting is to begin discussing items the Board will be facing in the near future: (1) the 2013-14 budget, (2) the RFPs for Superintendent Search Services, and (3) update on tax renewals; and following the staff's presentation, each Board member will have the opportunity to ask questions and make comments.

Superintendent Dawkins stated that with the many changes at the State and Federal levels, staff has been working diligently to craft a proposed budget for the coming school year. Some of the information is still not available, but staff will present the information it has and continue to provide information as it is received.

Jim Lee, chief financial officer, shared a copy of his presentation; and while a complete proposed budget is not available today, the staff continues to prepare the reports on information relative to employees' salaries for next year and it will be rolled into the proposed budget projections. Per President Ramsey's request, Mr. Lee began with the three-year revenue projections, much of which is dependent on State funding and the outcome of the May 4th tax renewal election, which will be modified each year as state funding plans and local tax expectations are learned. Mr. Lee shared background information on the MFP funds received by the District; and even though they are not 100% complete, the projection should be within \$1 million either way. He also explained that the State adjustments for Linwood and Linear charters, as well as what is anticipated for Magnolia Charter School, have been included in the proposed budget and if the number of students is over estimated, adjustments would be presented to the Board. With additional MFP shares to other LEAs totaling approximately \$6 million, Mr. Lee reported that reductions to our MFP dollars represent approximately \$14 million and total revenue projections for the General Fund for the next 3 years are approximately \$4 to \$5 million

Mr. Lee also shared known expenditures and anticipated increases for next year, i.e. retirement (\$5 million increase), increase in health insurance, and the implementation of the newly adopted salary schedule (approximately \$1.5 million). Mr. Lee reported the District will need to budget a minimum increase of \$13 million in expenditures; and with revenue projected to increase about \$4 to \$5 million, hard decisions will need to be made to have a balanced budget.

Mr. Lee also highlighted capital projects for the next 3 years and the projected revenue (all from property taxes and the result of the tax renewal) of approximately \$20 million a year over the next three years. Requested (requests from principals) projects and required (capital projects staff, asbestos abatement, roofing, air conditioning, etc.) projects over the next three years total approximately \$24,266,000.

Update on Tax Renewal Election. Mr. Lee reported that on Wednesday a meeting was held with all Central Office supervisors and administrators who will be assigned to each school to assist in getting out the information to staff, faculty and parents. He added that following Spring Break, meetings are scheduled with several outside organizations, i.e. labor leaders, Southern Hills Business, etc. to share the same information. He also shared recent information added to the web site on the tax renewal including what the District has done, how this election will not increase taxes, taxpayers will continue to pay what they are currently paying, as well as links to the proposition wording, brochure with the same information and highlights on why we need this

renewal, along with Frequently Asked Questions. Additional information included the facilities report, S & P credit reports since 2008, savings seen over the past few years, and how they can contact staff with their questions.

Mrs. Bell stated she is tired of trying to explain the false information on taxes that is out in the public and asked if the information being shared could possibly be placed in the local newspapers, on billboards, etc. because it is simple to understand. Dr. Dawkins responded staff is responsible for getting out this information; and that it is not promoting a yes vote, but it is getting out correct information and stay within the guidelines. Mrs. Bell asked, relevant to the budget, the MFP funding and possibly 600 students to Magnolia Charter, if she understands that these have been deducted from the General Fund budget? Mr. Lee said all these numbers are included in the 2013 model with the exception of Magnolia as the money for Magnolia will come to Caddo and be forwarded to Magnolia. While we provide services to Linwood and Linear, we tack onto that an administrative fee; but, this is not the case with Magnolia. Mr. Abrams further explained that because of the charter contract, the District must document what it does for them (i.e. administrative), so there needs to be a procedure in place for documenting everything staff must do since we are reimbursed 2% for those services. Mrs. Bell asked about the teacher salary schedule and if this expenditure comes from Caddo's budget (\$1.5 million) or will the District be reimbursed by the State for this expenditure. Mr. Lee said the State told Caddo it must come up with this new salary schedule, but it is the District that must fund the cost. Mrs. Bell stated it is important to note that the implementation of the new salary schedule is State-mandated.

Mrs. Armstrong expressed her appreciation of the simplified version of the proposed budget and noted in capital projects that "requested" projects are projects the principals and staffs feel are necessary at their facilities; and while the list is not as large for the 2014-15 and 2015-16, that list will grow as principals present their needs.

Mr. Rachal asked for clarification on the \$8 million in the Child Nutrition reserve and that it must be used for very specific items. Mr. Lee responded that it must be used for child nutrition and the other funds are for equipment. Mr. Rachal also noted that the taxpayers are contributing approximately \$6 million of local dollars to the State charter schools, in addition to the State dollars that are no longer coming to Caddo public schools but to the charters. Mr. Rachal asked Mr. Lee an estimated number of students that this amount represents and Mr. Lee responded approximately 1,300 students. Mr. Rachal noted that based on the numbers, the cost to operate the charter schools is almost double the cost for public schools to operate. Relative to retirement, Mr. Rachal said the private retirement system (Social Security) costs approximately 7% to participate; and Caddo's cost to the Teacher Retirement System increased from approximately 14% to 26% over the past four years. Regarding capital projects, Mr. Rachal asked for clarification on the real costs versus the projected costs because typically so many additional projects come up, there is never any money left over. Mr. Lee clarified there are always projects added during the year and typically most of the capital revenue is spent with none or a small amount left. Mr. White added these funds are also used to replace failing equipment, safety projects, and other liability issues. Mr. Rachal referenced the needs submitted from the schools and asked if he remembers correctly the total of those needs to be over \$100 million? Mr. White responded that is correct and the information provided was modified because items such as new structures, gymnasiums, classroom wings, cafeterias are not typically funded from capital projects, but with bonds. Items funded from capital projects include flooring, roofing, paving, etc. Mr. White reminded the board that he provided the complete list of needs submitted by all the schools, which he can provide again, but on that list were items not funded from the capital projects. Mr. Rachal asked if with the speed of technology, will we ever catch up; and Mr. White said probably not because what is state of the art today will not be in five to ten years. Mr. Rachal asked about safety issues the District is still attempting to correct and Mr. White responded that this year should complete all elementary schools, as well as the installation of the security camera program, and there will be some things done if the tax renewal is successful.

Ms. Priest asked about net MFP in the General Fund and her understanding that the local District is still asked to fund unfunded mandates, i.e. National Board certified teachers, counselors, etc.; and when moving to the next budget phase, asked that staff provide this type information to the Board. Also, in looking at the State adjustments, which can apply for the Magnolia Charter as well as the other charters, she would like to be very clear and specific on the numbers because it may mean staffing a liaison for Caddo Parish Public Schools to stay on top of the numbers and not cut the District short. Also, Ms. Priest said when looking at the Magnolia Charter and their estimated numbers, we need to know how this will impact Caddo's staffing? Mr. Lee said staff will need to look at everything; and while staffing is always a tricky item, just because we lose 600 students, it doesn't mean 600 students worth of staff will be cut, but staff will have to make reductions somewhere to offset the loss of revenue. Ms. Priest also inquired about the scholarship program and if this number is flat and Mr. Lee said he will provide the number of students this amount is based upon. Regarding MFP, Ms. Priest asked if the District is taking into consideration Course Choice. Dr. Dawkins explained that staff will bring a packet of information on Course Choice to the Board on April 2nd. Knowing this is the initial budget meeting, she encouraged staff to look into these items when looking at the budget. Ms. Priest also asked that the annual external audit be placed on the District's web page.

Knowing that the Board and District have some major issues to face, Mr. Ramsey said he believes it important for the Board to also go through the budget exercise for 2014-15; and while Mr. Lee reflected some on these long-term issues, it is a reality and there is a need to see these numbers soon. Mr. Lee reported that he has contacted the State for an estimate for 2014-15 if the millages ending in 2013 are not renewed. Mr. Ramsey also referenced the rumors that some time in the near future there will be an announcement to take over Caddo Parish Schools and the need to understand there will be some budget exercises that will include looking at some extreme adjustments. Because it is important to make sure the school system is healthy as we move forward, Mr. Ramsey announced the Board can anticipate a lot of budget meetings in April.

Mr. Pierson stated he doesn't believe the Board needs to panic, but should definitely be cautious and prepare for the unforeseen future in order to make necessary adjustments. Mr. Lee added that is what staff will do; and if it becomes evident there will be additional changes from the State and/or that the State will be taking additional schools, staff will come back to the Board with this information. He also added these changes will not affect next year's (2013-14), but it will affect the following years, and staff will be prepared to address what needs to be done.

Ms. Trammel asked for clarification on the increase in TRSL and the determining factor for the increase? Mr. Lee explained that each year TRSL receives an actuarial on their unfunded liability and they adjust accordingly how much is needed to pay that liability in a certain number of years. He also stated he hopes to provide a complete proposed budget to the Board which will compare last year's actual to this year's estimate and next year's budget. Ms. Trammel asked how will decisions made by the State Department impact the Caddo System? Mr. Lee stated any decision at the State level that can affect the local District, i.e. reduction of grants, additional modifications to MFP, will be passed on to the Board with staff's recommendation.

Miss Green asked about the possibility of this information being available on the web site and Mr. Lee responded that it is not currently, but it will be. Miss Green also asked President Ramsey if it is possible to get input from the 12 Board members as to the time budget sessions are scheduled? Mr. Ramsey responded he will gladly receive input before calling the meeting.

Mr. Riall asked Mr. Lee to clarify the separation of the two General Fund adjustment pages. Mr. Lee explained that the charters receive funds from two different pots of money for the students enrolled at the charters. With the requirement that MFP dollars follow the student, Mr. Lee explained that is the information on the first page of information and the local adjustment is the

amount of our tax dollars attributed to the students that live in Caddo, but attend a non-public school. Mr. Riall noted the \$5 million for retirement for 2013-14, and asked Mr. Lee about the following two years. Mr. Lee stated he would estimate an increase of at least \$5 million each year, but until a cap amount is determined, it will increase because of the increase in salaries. Mr. Riall also asked if the Governor is successful in the proposed sales tax plan will it affect the District, and Mr. Lee said he definitely believes it will affect local sales negatively.

Ms. Priest referenced the local shares of LEAs and noted the amount for Juvenile Justice and that these local tax dollars are not used to fund or support truancy or juvenile justice in Caddo, but are local tax dollars used for the two juvenile facilities in Baton Rouge.

Ms. Trammel stated that she was previously told when she asked the question about this double dipping; that it is because of the number of students in Caddo. Mr. Pierson said the funds that are a part of the millages we will ask taxpayers to renew, and it is important for people to understand these funds are not just to help Caddo Parish, but are a part of a State assessment that goes to other places, i.e. students doing virtual work, and it will affect a lot of people. Mr. Pierson asked if there is a decision to take over a number of schools this Spring, how soon will Caddo be affected by this? Mr. Abrams responded he does not know if BESE has made any decision to take over any schools in the Fall; and we currently have MOUs for four Caddo schools that do not expire until 2014. In the State's call for quality schools, Mr. Abrams stated it is his understanding the State has put out an application process for those who might be interested in operating a charter school. At this time, there have not been any applicants for the four schools in Caddo; however, he knows the State will again make the call for quality operators of charter schools. It is also possible for Caddo to apply for its own charter and put its own operators in schools that are subject to takeover; however at this time, there is not enough time for notification that a school will be taken over for the 2013-14 school year because the deadline to do so has passed.

Review of RFPs for Superintendent Recruitment Services. President Ramsey announced that RFPs were posted on BoardDocs on Monday and this item is on the April work session agenda. Mr. Riall asked, if and when a company is chosen, does the Board provide the company with the Board's guidelines? Mr. Ramsey noted there were a lot of guidelines in the RFP and if the Board wishes to add additional guidelines, all companies responding would have to be given the opportunity to look at and respond to the additional guidelines.

Mr. Rachal stated that at this point in time there has not been a decision made by the Board to hire an outside firm, but the process has been to look and determine if it is a viable option. He said there are other options he believes will be addressed to make sure everything is on the table before a decision is made. Mr. Ramsey clarified that the Board will be voting on this in April; and at that time, a motion could be made to dismiss this option and go in another direction.

Announcements. Mrs. Bell announced that the next ID Badge Committee meeting will be April 10th at 11:00 a.m. and minutes will be forwarded to committee members prior to the meeting.

Mr. Ramsey announced that on Friday at 4:00 at Cane's (corner of Jewella and Mansfield Roads) there will be a celebration for the Southwood Lady Cowboys winning the State Championship.

Ms. Trammel stated that relative to advertising, as it relates to the tax renewal, there are certain laws that dictate how certain things can be advertised and it is important to know these prior to advertising so as to avoid any fines against the school system.

Adjournment. *Ms. Priest moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried and the work session adjourned at approximately 3:27 p.m.*

April 2, 2013

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, April 2, 2013 with President Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Mary Trammel, Lillian Priest, Barry Rachal and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance. President Ramsey announced that Mr. Hooks, Mrs. Crawford and Mrs. Armstrong are absent today.

VISITORS

Jackie Lansdale, president of Red River United, expressed greetings from the Central Trades and Labor Council who voted unanimously today to support the May 4th tax renewal election. She also announced that Red River United is proud to support education by supporting the May 4th election. She encouraged board members to not delay the election until later in the year when it is possible other items may be on the ballot, and to let the public decide on the renewals because it is a public decision.

RFPS FOR SUPERINTENDENT SEARCH SERVICES

Ms. Trammel moved, seconded by Ms. Priest, to retain the services of McPherson and Jacobsen in accordance with the response to the RFP for the superintendent search services. Ms. Trammel expressed the importance and need to begin the search in order to have a leader in place when school starts. Ms. Priest stated that in looking at the three proposals submitted, she believes all have the credentials and potential, but noted the partnership this firm has with LSBA and other searches in the State of Louisiana.

Mr. Rachal moved, seconded by Mrs. Crawley, that the CPSB advertise the position to be filled and follow the application process the same as for any other individual administrator and that applications will be received by the internal auditor and opened as any other bids are received on a given date. Mr. Rachal stated he believes that at this time it to be expeditious to advertise and receive applications that will be opened and handled as any other bid. The Board could review the applications and determine if this process can be used to name a superintendent. He believes it will be quicker, will cost less, and will hopefully lead to finding someone from the State of Louisiana that understands the issues with education and the State as opposed to someone from outside who may not have a clear understanding of education in Louisiana. Mrs. Crawley stated her agreement with Mr. Rachal's comments and she believes we would be looking for the impossible if searching all corners of the United States for someone to come in and save the district. She also said if we start out with a National search, she believes we are eliminating local qualified persons.

Mrs. Bell shared what she is hearing the public say and that is because the superintendent's contract was not renewed, they do not have confidence the Board can select a superintendent. Before a superintendent is selected, she wants a meeting whereby the people tell the Board what they want in a superintendent, and she will put out a survey to get input from the public.

Mr. Riall asked about any obligation the Board may have to the three companies submitting a proposal? Mr. Abrams responded the Board has no obligation to these companies. Mr. Riall asked if the Board decides to use one of the companies, is there a time line on it? Mr. Abrams explained that because April 2nd was listed in the RFP, if the Board delays acting for a month or two, it could possibly be that the company(ies) is not available.

Ms. Trammel explained that her reason for making the motion for McPherson and Jacobsen is because of their affiliation with the Louisiana School Boards Association and will be able to help us in the State of Louisiana to find a qualified candidate. She also said she would like to see the Board looking at applications from without and within the system.

Ms. Priest stated her belief that the CPSB needs to be consistent in whatever it does. Having advertised for a head hunter and doing a National search, it is true that the Board is seeking from all over, and this does not exclude anyone from the local, regional or national from applying. In a district the size of Caddo, Ms. Priest said the Board needs to have a wide variety from which to choose and select. He does not believe it possible for the Board to go through all the applications within the time constraints she has provided. Moving forth with a search company, and specifying what we wish for them to bring to the Board, she believes the Board will adequately, efficiently and effectively go through the applications submitted and choose a new superintendent. She asked the Board members to remember that Caddo is competing globally and we do not want to be left behind.

Mr. Rachal stated his previous arguments in favor of hiring a company and he agrees that the application process will not limit where the applicants come from; however he believes the Board will be limited when the company recommends only 10. Noting the comment that the public does not have faith in the Board at this time, he said he is not certain that we cannot come up with a viable candidate through an internal process; and that the public should be aware that because the Board received three proposals doesn't mean it must enter into a contract with them.

Mrs. Crawley asked where McPherson's home office is located? Staff responded that their Louisiana office is in Baton Rouge. Mrs. Crawley said her concern is this company did the search for East Baton Rouge, and Caddo will receive the applications that EBR did not consider.

Mr. Riall asked what did we request from the firms through the RFP as to what the Board is looking for? Mr. Ramsey explained that this was part of the request to McPherson and that is we will include local, regional and National applicants. He further explained they will cover all areas; which was part of the request (cost for local, regional, national).

Ms. Priest also stated that this company will take the entire Board through a consensus decision making process to identify the top criteria of the new superintendent.

Vote on the substitute motion failed with Board members Crawley and Rachal supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Ramsey and Bell opposed.

Vote on the main motion carried with Board members Green and Crawley opposed and Board members Riall, Pierson, Trammel, Priest, Rachal, Ramsey, and Bell supporting the motion.

RECONSIDER TIMING OF TAX RENEWAL ELECTION

Mr. Pierson moved to cancel the May 4, 2013 tax election and to reset as necessary at a later date. Motion failed for a lack of a second.

Adjournment. There being no additional business, *Mr. Pierson moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:18 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry Ramsey, President

April 9, 2013

A special committee of the Caddo Parish School Board (CPSB) met in session at approximately 11:10 a.m. on Tuesday, April 9, 2013, in the Superintendent's Conference Room located at 1961 Midway Street, Shreveport, Louisiana. Committee members present were Dottie Bell, Chair, Bonita Crawford, Jasmine Green, and ex-officio members Larry Ramsey and Carl Pierson. Staff members present were Roy Murry, director of security. Charlotte Crawley and Ginger Armstrong were absent. Mr. Pierson led the prayer.

Chair Dottie Bell called the meeting to order and stated that this is the third meeting of the committee looking at ID badges for Caddo students and asked President Ramsey to make comments. Mr. Ramsey stated he believes the committee process is the best avenue for conducting the business of the Board and he looks forward to additional successful committees.

Mr. Murry reported that as follow up to the last meeting, and because schools have the capability of getting student pictures when school pictures are made, he met with staff members to discuss setting up a printing station for schools to use for printing student/school IDs. He reported that the cost to set up the station would be \$25,820, and the price includes five (5) computer work stations and five (5) print stations. Relative to previous discussions about additional licenses, Mr. Murry stated the District will not need to purchase any more software licenses. He also reported that Kathy Gallant agreed to designate space for the print stations in the Professional Development Center and Rickey Jones agreed to ensure that the room has the wiring required to access the network. Mr. Murry also added he is scheduled to meet with the school directors on April 15th to discuss this proposal for all middle schools before getting with the principals.

Following discussion, it was the consensus of the group that a recommendation to move forward and include this in the 2013-14 budget would be prepared by staff for the May board agenda.

No additional discussion, the meeting adjourned at approximately 11:25 p.m.

April 11, 2013

The Caddo Parish School Board (CPSB) Executive Committee met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, on Thursday, April 11, 2013 at approximately 4:45 p.m. Executive Committee members present were President Larry Ramsey, 1st Vice President Carl Pierson and 2nd Vice President Bonita Crawford. Other board members present were Steve Riall, Jasmine Green, Ginger Armstrong and Dottie Bell. Also present was Superintendent Gerald Dawkins.

President Ramsey explained that today's meeting is being held in accordance with CPSB Policy GBM to allow employees to share with the Executive Committee their comments and concerns.

Steve Umling stated he is not before the Executive Committee to ask why, to blame anyone, to criticize, or to ask for an investigation, but to be able to discuss a sensitive issue. Because of the content and the confidential information, Mr. Umling stated he believes it best to discuss this privately, allowing him the opportunity to answer questions and restore his reputation with each Board member.

Marc Weddleton, 1st year teacher at Lakeshore, shared that one of the things he sees, in Caddo Parish as well as across the State, is seasoned teachers retiring at an alarming rate. He petitioned the Board to look closely at this issue and determine if the Nationally Board Certified teachers who have a wealth of knowledge and experience can be retained. As a rookie teacher, he needs these teachers to share their knowledge and help him become a good teacher. He also said that it is his belief that every decision should be made based on what is in the best interest of the child.

Jon Glover asked the Board about the policy for employees to address the executive committee about any concerns, but she said she doesn't understand why there is never any feedback. She also asked the Board to look at the hiring practices because there are some integrity concerns and she has often seen practices that manipulate to accommodate whatever anyone wants, which is not a good perception in the neighborhood.

Sandra Stewart shared her concern about the flock, the family at the Caddo Parish School Board, and what is really going on, because employees are working hard, but everything is going up but the pay. She also stated she knows that everyone should care for one another, but she doesn't understand why money can be found to pay for everything else but the workers are last in line.

Joyce Lars shared with the Board her concerns as an employee who has 25 years of satisfactory evaluations and good attendance; and because of the 2010 compensation plan, she was red circled, her position downgraded, and her salary frozen for the remainder of her career in Caddo. Realizing if she wanted to stay in the system it would be necessary for her to enhance her marketable skills in order to hopefully move into a higher paying position, this is what she did. Mrs. Lars said she went back to school, earned her Master's Degree in Public Administration and prepared to apply for other positions in the school system. Today she announced her dismay and discouragement when she learned that the latest position she applied for was filled by a relatively new employee with less credentials and experience, and now questions if loyalty to the system and professionalism means anything.

Carol Pabst stated that she is present to make the Executive Committee aware of some things happening with the Compass evaluations. She clarified that teachers are not against educational reform, which is how the media has portrayed them; however, she works next to teachers who are ineffective and it makes her job harder. Ms. Pabst stated she is for reform that keeps qualified teachers in the classroom and makes everyone's job more effective. While she understands it is not the CPSB that wrote the legislation that put COMPASS into effect, she wanted to make the Board aware of what it can do to make everything more palatable for the teachers. She noted the inconsistencies on how things are marked, some schools deciding that a teacher would be evaluated twice by two different administrators and some are being evaluated

by the same person both times, recommendations for improvement, too many variables in COMPASS, etc. She also noted the many different roles a teacher plays in the students' lives and she would like to encourage the Board to help by being on television with positive reinforcement, email the Legislators about the support for teachers, the Board President recognizing the sacrifices teachers make, go to Baton Rouge. Ms. Pabst stated she is grateful to teach in Caddo and loves what she does, and she doesn't work from 8:15 to 3:45, but 7:30 to 6:00 and has only missed one day of school this year.

Dolores Lynch shared her concern about awareness and taking a pro-active posture. She noted that we live in a society where crises are being deliberately created or manufactured and these crises have come to divert everyone's attention so that further crises can take place, i.e. Compass, Course Choice. Regarding Course Choice, Ms. Lynch stated that this is something the Board needs to be aware of and pro-actively working against it. With Course Choice allowing 42 providers to provide courses for Caddo students (some on-line, some hybrid), it takes away MFP money from Caddo schools and gives it to these providers. Students are currently being recruited and signing up to attend the charter schools and students are recruiting other students. As parents are signing their children up to take the Course Choice courses, she explained that she was asked to call these parents which she did and learned about the complaints. She added there are only three ways a school can turn down a student for Course Choice, and there are parents that do not even know their children are signed up in the program, children are being given an iPad for signing up in the program. From the information on the web site, she stated that the courses are available from almost any web site or any computer with Internet connectivity and each student that signs up is given an iPad. Also, Mrs. Lynch shared additional impact on the neighborhood schools as budgets are approved to implement these programs. She also shared her disappointment in the Board's decision to go with an outside search, because she believes the most successful superintendents have been home grown. Also, the alternative education contract was approved for Ombudsman; and she is concerned about this decision because she sees students who want to go there and they want to because their siblings or friends are there and they do not have to attend school all day. She also encouraged the Board to familiarize itself with ALEC and hopefully take a position of being more pro-active.

Angellun Wilder shared with the Executive Committee a recent incident associated with testing on April 9th where a staff member was asked to act in the role of testing coordinator at one of the elementary schools and to stay in the role for the remainder of the testing week. The incident involved a student with special needs and an exceptionality of visual impairment, meaning that the student had a certain level of blindness and did not have his glasses. She highlighted concern expressed about the student being tested without his glasses, but was given a hand held magnifier to assist him in his test, and the testing administrator refused to continue administering the test. She highlighted the testing process and that this student was allowed to continue with the testing as long as the testing administrator read the information slowly. Among the accommodations provided were test read aloud, extended time, large print, video magnifier, handheld magnifier and calculator. She stated her concern that there are several entities in the system, especially at the school level, that are a detriment to the education of special needs children. When the testing administrator refused to continue the test, the Caddo Parish Special Programs Center was called and it was noted that the Testing Administrator was belligerent and refused any of the suggestions made; and the testing administrator was advised they were no longer needed because of the creation of an adverse environment. She further stated she does not believe it o.k. for a student to be tested without their medically prescribed glasses, and she is concerned about the level the District intervenes in these type situations. Ms. Wilder encouraged the Board to be aware of these incidents that are occurring during testing.

Jackie Lansdale, president of Red River United, commended the Board for offering this venue for employees to share their thoughts and concerns and she invited all board members to attend the Red River United's prayer vigil for public education on May 2nd at Riverview Hall. She also announced that the Most Improved Student Banquet will be held on May 9th at 6:00 p.m. at Southwood High School, as well as the First Responders Award. Because there is plenty of

negativity, she encouraged everyone to step up and not allow the negative anymore. She also encouraged the District to begin again with an administrative leadership program, because there are those being placed in leadership roles that are not prepared for it.

Members of the executive committee thanked employees for taking the time to come and share their thoughts and concerns. They also shared their appreciation for the job done by everyone and apologies for not telling the employees more often how much they are appreciated. Mr. Pierson also commented that he has had others call him about the Superintendent Search; and clarified that because the Board hired a firm from outside Shreveport to conduct the search, does not mean that someone local will not be considered. They can and they can check online as to how they might apply. Mrs. Crawford agreed and that this is an important way of receiving input from the employees as to their concerns.

There being no additional speakers, the meeting adjourned at 5:37 p.m.

April 11, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 2:30 p.m. on Thursday, April 11, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present was Secretary Gerald D. Dawkins. Ms. Priest led the prayer and Pledge of Allegiance.

Superintendent Dawkins stated that staff is prepared today to report to the board where it is in the planning process and will reflect the moving parts (unavoidable costs, i.e. State mandates in increases in health care and retirement, revenue projections from various sources, staffing issues in all departments). Jim Lee, chief financial officer, announced that this proposed budget is the first run for the budget and is not how it will end up even though it is a budget that is legally adoptable. He shared two documents – the budget as well as what is influencing this year's budget. He stated the projected MFP is approximately \$195 million (adjusted amount after removing requirements for charters, vouchers, etc.), and it is based on the projections from the State Department, as well as a flat projection for property taxes, and a reduction in sales tax (because of mineral gas production). Also, the teacher salary schedule will cost approximately \$1.5 million to implement, in addition to increased healthcare and retirement costs. He reported on the 2011-12 actual results, the proposed revision to the 2012-13, how the 2012-13 budget will end this school year as well as a proposed 2013-14 budget. He reported an initial projection for 2013-14 of more spending than revenue, even though it is a legally adoptable budget. Mr. Lee reminded the board there is no new revenue for Caddo Parish at the present time and what is reflected in the proposed budget is projected through the property tax and a slight increase in MFP. Because expenditures are in those areas which staff cannot typically control, i.e. benefits, healthcare/retirement, programs put into place, it is imperative to look closely at the budget to determine what expenditures can be reduced; and even though the presented budget is legal to adopt, he reminded the Board that it is not legal to spend this kind of money when it is not coming in; and meetings will be held with the Board to discuss what can be done. Mr. Lee also highlighted the projected growth in revenue of 1% (slight increase in MFP), and some of the larger expenditure items of healthcare and retirement, and that staff is looking for the Board's suggestions in moving forward and to bringing a budget to the next meeting reflecting these suggestions.

Dr. Dawkins also asked Mr. Lee to share with the board the total fund balance information, and Mr. Lee explained the various reserves in place, noting that the balance for the undesignated fund is approximately \$300,000, which does not include the current reserves in place. This list has been shared in past years' budget work sessions and the total fund balances equal approximately \$22 million.

Mr. Riall asked about the remediation program being drastically reduced. Mr. Lee explained that this is an accounting adjustment, because in past years incentives paid to target schools were included in this line item and this was shifted into the teachers' line item, and the board will see this reduction in other line items.

Mr. Riall asked about a five-year projection on health care costs, and Mr. Lee responded in looking at the history, it is anticipated it will continue to increase based on the number of claims.

Mr. Ramsey requested that Mr. Lee highlight the line items on employee benefits; and Mr. Lee explained that the total regular education section reflects an increase of approximately \$3 million from \$167 million to \$170 million. He also noted that employee benefits increased from \$53 million to \$57 million, as well as the expenditures listed under Special Education benefits.

Miss Green asked for clarification on the Drivers' Education expenditure. Mr. Lee explained that it includes the cost of the vehicles, stipends for the instructors, and it is a break even item, as the fees charged students are set to offset the expenses. Miss Green also asked about the music program and if the amount budgeted includes instruments and whose turn is it to get instruments.

Mrs. Crawley asked when will Board members receive information on the number of positions, and Mr. Lee responded that it will come to the Board at the next budget session.

Mr. Hooks asked if the Board will be able to ask questions pertaining to this information received today at the next meeting? Mr. Ramsey stated that today is a starting point and Board members will be given the opportunity to ask additional questions, with the next packet of information being more detailed. Mr. Hooks explained that he likes to take the information home for review before asking his questions. Mr. Ramsey encouraged him to get with Mr. Lee between meetings to get his questions answered, and Mr. Hooks stated he likes to get his questions answered in the open meetings so it is recorded. He also asked what impact the May 4 election will have on the budget if the voters do not approve the tax renewals, and Mr. Lee said it will not affect this budget, but the affect will begin the following year.

Ms. Trammel asked about the successfulness in saving money in travel? Mr. Lee reported the travel budget was reduced last year and he will bring additional information to the board. Ms. Trammel also asked if she understands correctly that Board members can call staff as they have questions on the budget, and Mr. Lee responded absolutely and to start with him to get the information needed.

Mr. Pierson asked was there not a time that the District made more on Drivers' Education than is being made now and students were charged less? Mr. Lee said it is possible and he will research and provide additional information.

Ms. Priest commented that \$21 million is a huge amount when talking about expenditures over revenue and asked if there is any idea how many retirees Caddo will have this year? Mr. Lee responded that he believes at the present time, there are 125 certified and 100 classified, but he expects that number to increase by the end of the school year. Ms. Priest asked about vacant positions, critical areas, and the impact attrition can have on the debt. Mr. Lee responded that for each teaching position, it is approximately \$70,000; and for classified positions, it is approximately \$40,000 per position for those retiring.

Mrs. Crawford asked if we are still underestimating revenue and overestimating expenditures as in the past? Mr. Lee explained that relative to revenue, the only item being underestimated is taxes; and under expenditures, staff looks at worse case scenarios; and at this time, staff is budgeting everything possible and being as conservative as possible. Mrs. Crawford asked if, other than current vacancies, staff anticipates having to do teacher reductions? Mr. Lee responded that if the Board expects the budget to be better than \$21 million excess spending over revenues, there will have to be some cuts somewhere and 85% of the budget is people. Dr. Dawkins said the answer will be what is learned as attrition rates and numbers are known, and as always, we will stay as far away from the classroom as possible.

Mrs. Crawford asked about information from the first budget meeting and Mr. Lee explained it was basically a presentation on predictions for revenues and this budget today is the first one the Board has seen. Mrs. Crawford also asked staff to provide an estimated number for the percentage increase in healthcare and retirement costs. Mr. Lee shared that information is approximately \$10 million.

Mr. Rachal asked for clarification that the budget the Board is currently looking at reflects the reduction in MFP for charters and vouchers. Mr. Lee said that is correct and it is based on the

model the State gives the District. Mr. Rachal asked that staff provide the Board the 2010-11 total cost for benefits, the 2013 estimated cost, and the difference, pointing out that the revenue is only anticipated to increase approximately \$250,000. Mr. Rachal stated his assumption that the benefits cost will be in the millions, and he would like to see where the State began raising the District's percentage to the retirement, as the revenues are basically the same as four years ago yet the cost now is the impact from outside sources. He also asked for the total MFP reduction as it applies to the charters and vouchers and how it has impacted the local District, because in addition to withholding MFP funds they also have reduced our MFP by an average amount of what the local tax revenues are by student, and he would like this information over a three year period. Mr. Rachal also asked for the total additional cost for the lower performing schools and those currently under an MOU (back to 2010). Mr. Rachal also asked Mr. Lee if he were to tell him he does not want the District to have a \$300,000 ending balance at the end of 2014, but a \$9 million balance (a target number), what would staff's recommendation be for accomplishing this and while holding our reserves at a comfortable amount.

Mr. Ramsey said the focus needs to be on a balanced budget, which means the Board needs to focus on eliminating the \$21 million amount, and he wants everyone to know and see that is the Board's focus. Mr. Rachal stated he believes the public needs to know the impact of mandates from the State and asked Mr. Lee the cost for the National Board Certified teachers that the State originally said it would cover and now the local districts have to cover. Mr. Lee responded that it is in excess of one-half a million dollars. Mr. Rachal reminded the Board that these are people who live outside and far from Caddo Parish that are making the decisions for the local LEAs; and when the State continues to increase the cost of the children's education and not fund these mandates, the Board then must go to those who reside in Caddo to fund what the State wants.

Mrs. Armstrong asked staff how long will Caddo have a reserve for the Filipino teachers and what is the reserve for? Mr. Lee explained that the reserve originally was set up for immigration costs per teacher, and he anticipates keeping it for the next few years because we are still paying costs related to them. Mrs. Armstrong asked if this is repeated annually. Mr. Lee stated he is unsure if it is the same firm but will research and provide the Board the costs of both. She asked how long will the Board continue to pay additionally for their services. Mr. Lee responded that some are now seeking green card status and to do so they must have a sponsor. Dr. Robinson agreed with Mr. Lee's response and that approximately 42 teachers are in their fifth year of residency and service to the District and are now beginning the green card process. She added the immigration attorney advises staff in this regard and staff is following the advice given and have made a commitment to the Filipino teacher. She also added it is staff's understanding from the immigration attorney that the green card process can take three to five years. Mrs. Armstrong asked if new employees are paying into Social Security, and staff responded no one pays into Social Security. Mrs. Armstrong also asked about the Legal Counsel line item and the ongoing increase in legal fees. Mr. Lee said \$600,000 is the same amount that the District began with last year and an attempt is made to see that the legal expenses are kept in check. Mrs. Armstrong asked staff to provide the Board legal fees paid prior to having multiple attorneys.

Mrs. Bell stated that it appears many things stated in meetings get blown out of proportion and asked staff to clarify that no one has said anything about laying off anyone. Mr. Lee and Dr. Dawkins responded that nothing has been said about laying off any Caddo employees. Mrs. Bell added that in looking at the 225 retirees, will this not be money we can reduce in expenditures; and Mr. Lee said that is correct assuming they are not replaced. She also noted that most of the budget is based on the items added by outside sources, and knowing that the Board will be blamed for spending money, she believes we need some help since the State is making mandates on the District, but not assisting in the funding for implementation of the mandates. She also referenced the \$1.5 million for the new teacher salary schedule which the State mandated but did not provide any funding. Mrs. Bell also asked about the liability and self-insurance claims and Mr. Lee explained that the liability insurance is on the facilities in the event someone is injured

and the self-insured is basically workers' compensation through the State. Mrs. Bell asked how much, when a person is out for sick leave, of the employee's salary do they receive? Mr. Lee responded that if the employee has regular or accumulated sick leave, they receive full pay. Regarding workers' compensation claims, the District pays the medical part or the employee can use their sick days if they wish to receive full pay. Mrs. Bell also asked what is included in the "rent" line item, and Mr. Lee explained that the majority is the convention center for graduations.

Mr. Ramsey commented that he believes the newspaper article in today's paper reported some issues with the mid-year adjustment but also pointed out that the District did not receive the 2.75% increase over the last number of years. He asked the Board as it goes through the budget process to continue to focus on what it needs to do with the dollars that are allocated to the District. As we move forward, he pointed out that the attrition rates will change and will be a "moving target" until a budget is submitted for the Board's approval at the May 21st general session. He noted the mid-year surprise that had a tremendous impact on the District and it is showing through the reduction because of the student count of approximately \$3.8 million. Mr. Lee reported that he contacted the State Department regarding this issue; because while he can see where we lost some students from last February, he does not believe we have lost the number reported by the State. He reported on the explanation he received relative to the mid-year adjustment of \$4.1 million and the previous year's adjustment of approximately one half a million dollars. Mr. Ramsey asked for a projected 2014-15 budget with and without tax renewals, that staff review all the reserve funds, and that Mr. Abrams detail the attorney fees.

Mr. Riall asked Mr. Lee if he remembers correctly that the State has Caddo on a financial watch. Mr. Lee responded they have had us on one, but he has not heard anymore in the past year.

Mr. Pierson inquired about no new buses in the budget and Mr. Lee responded that new buses have not been purchased for approximately five years. Currently, purchasing 10 buses would cost approximately \$1 million and until some other cuts or reductions in expenses, there is not money to purchase buses. Dr. Dawkins added that staff has discussed buses along with cameras for buses, and noted the State law that limits use to 25 years, which means something will need to be done. In addition, he reported this is only one of the challenges presently being looked into, but textbook adoptions will need to be considered, as well as PARCC readiness (testing students electronically on state assessments).

Ms. Priest asked for the next work session, and because \$20 million is a lot to make up in order to have a balanced budget, that the superintendent and staff provide the Board recommendations on a plan for addressing the need for a balanced budget without affecting student services. Even though Mr. Lee stated the Board can legally adopt this budget, she knows, if we go into the reserves to balance this budget, it will not be better next year. Dr. Dawkins said staff will bring some recommendations to the Board.

Mrs. Crawford asked if the \$10 million in healthcare is the increase or is it the total amount? Mr. Lee said is the increase for retirement and healthcare. She also asked if the \$4.1 million reduction includes the students for the Magnolia Charter School. Mr. Lee again explained he has a call into the State to ask some of these questions, but has not received a return call.

Mr. Rachal asked about the local revenues, i.e. ad valorem taxes and sales taxes, and who is paid to collect the ad valorem taxes. Mr. Lee responded it is the Sheriff. For the \$91 million that is collected in property taxes and the \$71 million in sales tax, he asked if he sees correctly that it actually cost the District \$300,000 to collect \$71 million in sales tax and \$1.9 million to collect \$91 million, because he does not understand why we pay six times as much for them to collect only a little more. Mr. Lee responded that while he doesn't have a good answer, he knows part of it is the sales tax office reports directly to the School Board and the City. Mr. Lee responded that he will research this and provide additional information to the Board because he is not clear

on the collection of ad valorem taxes. Regarding legal counsel, Mr. Rachal noted that the District is budgeting \$600,000 yet the expenditure has been at approximately \$1.1 million for the last two years. Mr. Lee stated that this has been a standstill budget and is what the staff budgets to begin the year. Mr. Lee said a realistic number would possibly be \$1 million. Mr. Rachal also noted that it is policy how many administrators and teachers are allotted to each school and he knows during the school year, additional personnel at schools if there is a need. He asked staff to provide him with that count, and where we have made special allowances to meet the schools' needs as they are presented to the Board.

Mrs. Bell noted that at last budget meeting, Mr. Lee explained the money for the charter schools and vouchers and how much this would reduce the \$21 million deficit.

Dr. Dawkins expressed appreciation for the Board's comments and questions which staff will consider in continued budget preparations. He also announced receipt of a report from the Governor on the graduation cohort rates and that Caddo Parish reflects a 1.8% increase.

Mr. Ramsey announced that the initial visit from McPherson and Jacobson will be April 23 and the Board will meet with them in the boardroom at 2:00 that day. A tentative visit is also scheduled for April 30th.

There being no additional discussion, the budget work session was adjourned at approximately 4:00 p.m.

April 16, 2013

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 16, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Priest led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 13, 2013, MARCH 19, 2013, MARCH 21, 2013 AND APRIL 2, 2013 CPSB MEETINGS

Ms. Priest moved, seconded by Mr. Rachal, to approve the minutes of the March 13, 2013, March 19, 2013, March 21, 2013 and April 2, 2013 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications, and Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following students and staff members for recent achievements. President Ramsey and Superintendent Dawkins presented a certificate to each student group or employee in recognition of their accomplishments. School officials, family members and friends in attendance were also recognized.

Autism Awareness Month. The following students were recognized for their achievement in academics and the arts as a part of National Autism Awareness Month: Kiarra Johnson, 4th grade student at Alexander, who sang for the board and audience “When I Get My Name in Lights”; Jonah Jones, 3rd grade student at North Highlands for his artwork; and Emily Risinger, 5th grade student at Riverside for her artwork.

Louisiana School Boards Association (LSBA) 2013 Art Competition Winners. The following students were recognized as winners in the 2013 art competition held by the Louisiana School Boards Association: Terris Giles, 4th grade, Queensborough Elementary, 3rd Place; and Bakeem Newby, 12th grade, Huntington High, 2nd Place.

Byrd Army JROTC Yellow Jacket Brigade Marksmanship Team. The members of the C. E. Byrd Army JROTC Yellow Jacket Brigade Marksmanship Team were recognized for winning the State/National Title held in Salt Lake City, Utah. Cadet Stormy Sanders also placed 9th in the nation.

Paint Your Heart Out Contest. The Department of Community Development (Bonnie Moore, Director; Darlene Rossum, chair; Lillian Priest, co-chair, and Marcia Nelson, management assistant) recognized the following students as winners in the Paint Your Heart Out LOGO Contest: 3rd Place, Alexis Rodriguez, 10th grade student at CCTC and Southwood; 2nd Place, DeAnthony Taylor, 11th grade student at CCTC/Captain Shreve; and 1st Place, Dayja Cole, 10th grade student at CCTC and Southwood.

2013 SkillsUSA State Medalists Winners. The following students were recognized as Gold Medal/1st place winners in the 2013 SkillsUSA State competition: Bruce Sibley, Auto Service Tech, CCTC/Captain Shreve; Andrew Davies, Technical Drafting, CCTC/Caddo Magnet; Cody Watson, Welding, CCTC/Byrd; Chase Johnson, Architectural Drafting, CCTC/Byrd; Devonte Lewis, Advertising Design and Opening/Closing Team, CCTC/Captain Shreve; Cheyenne Manshack, Job Skill Demo B, CCTC/Southwood; Clark McCrery, Related Technical Math,

CCTC/Caddo Magnet; Cameron Thomas, Health Occupation Portfolio and Opening/Closing Team, CCTC/Captain Shreve; David Huynh, Medical Math, CCTC/Captain Shreve; Kamaya Jiles, State Pin and State T-Shirt Designs, CCTC/Caddo Magnet; Jermani Ford, Opening/Closing Team, CCTC/Captain Shreve; Jonisha Samuel, Opening/Closing Team, CCTC/Caddo Magnet; Samantha Burns, Opening/Closing Team, CCTC/Byrd; Erika Jackson, Opening/Closing Team, CCTC/Southwood; and Shevonte Lewis, Opening/Closing Team, CCTC/Captain Shreve. Winners from North Caddo High in Vivian, who has their own Career-Technical Program, are Jade Edgefield, Prepared Speech, and Kimyadia Chism, Food and Beverage Service.

Students of the Year District Finalists. The following students were recognized as district finalists in the CPSB Student of the Year Program: Sophie Glick, A. C. Steere; Chloe Dean, Eden Gardens; Matthew Randall, Fairfield; Camerin Kimble, Judson; Lindsey Kelly, Shreve Island; Callie Moore, Summerfield; James Rushing, University; Madelyn Rice, Vivian; Jonathan Pouncy, Werner Park; Joylin Eppinette, Donnie Bickham; Abigail Davis, Herndon; Ashley Wolfe, Vivian; Shelby Johnson, Youree Drive; Mary Beth Turner, Byrd; Joan Liu, Caddo Magnet; and Evan McMichael, Northwood. District winners, who are in Baton Rouge today for the announcement of State winners, are Ceara Johnson, South Highland; Safa Michigan, Caddo Middle Magnet; and Madeline Wagnon, Captain Shreve.

Bowling Foundation's Educator of the Year. Sharlene Wilson, Herndon Magnet, was recognized as The Bowling Foundation's Educator of the Year.

Yale Distinguished Music Educator. Krista Fanning, music teacher at Caddo Middle Magnet, was recognized from a pool of nearly 300 nominations representing 45 states as the recipient of the Yale Distinguished Music Educator Award for her accomplishments and vision as a public school music teacher.

As a point of personal privilege, Ms. Priest stated that recognizing students and employees for their accomplishments is something done every month and expressed appreciation to the parents for entrusting Caddo Parish Public Schools with their boys and girls.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced and welcomed the following newly appointed administrators: Dr. Sheila Lockett, director of special education; Pamela Morgan, supervisor of compliance/complaint management/SPED; Regina Washington, pupil appraisal supervisor/SPED; and Donna Vishnefski, Sci-Port education coordinator.

VISITORS

Jon Glover noted the number of times she has appeared before the Board pleading on behalf of inner city students in Caddo Parish to be afforded equal access to education and their resources. She said that she often sees and hears the rhetoric that is espoused and wants everyone to believe that the interest of an African American student is just as important as the other race of students in Caddo Parish. Beguiling her with pretty words or threatening words is not the answer to her questions, because what she has and recognizes is that beguiling of words is used to entice – entice one to adopt an attitude or behavior that is usually in opposition to what the attention should be – educating every child in Caddo Parish. She said that dressing up words in efforts to disguise what is really going on is what has been done in Caddo Parish, and what surprises her is those who have experienced the same attitudes and behaviors that you are not worthy of a proper venue for equal education have aligned themselves with the same mindset. She doesn't understand why, because the transition from segregation into integration today appears to be nothing more than a dressed up segregation. She believes the wall of segregation exists more today than yesterday; and because the children of color are not achieving as their counterparts, she believes what is not being said is a deliberate sabotage. Ms. Glover noted the enlightening comments from principals of color at the BTW meeting on how they rose above the norm, but it

doesn't change the fact that the children are failing. She said she would like for someone to explain to her how a charter school, voucher program, or any other avenue that has been brought about to make sure presently disadvantaged students will gain ground in education, and why the public school system has failed these students. Beguiling is not it, but what is evident is that this beguiling is true; because she has attempted to not bring about a course of rhetoric that means nothing to anyone, but to make them think outside the box. Noting that the public school system we once knew exists no longer, and asked the Board to remember its contribution to the plight of African American students of the inner city schools and will they continue on the path of failure or will there be an institution of practices that will insure a quality of education for all students?

Eppie Adams, president of Caddo District PTA, extended appreciation to the School Board for the continued support of the PTAs throughout Caddo Parish. She said as questions have arisen relative to policies, procedures and the upcoming millage renewal, they are appreciative that the staff has made themselves available to meet with them and address their concerns. Ms. Adams also expressed appreciation for the opportunity to participate in the Discipline Review Committee and School Safety Committee, etc. because it has been beneficial in providing information in a timely manner to the members, as well as for them to provide input. She invited Board members to attend their annual awards ceremony on May 9th at which time scholarships, volunteer awards and recognitions will be made to Caddo's world class students.

Martha VanCleve, realtor, shared with the Board the many changes she has seen in the community over the past 47 years she has lived in Shreveport; and she believes her comments today represent those of a silent constituency. She reminded the Board members that they represent everyone; and because the District is rapidly losing its tax base, she wants the Board to know that those who want to stay are tired of the political rhetoric. Rather than make tough, common sense decisions, she stated the Board has squandered taxpayers' money by not closing schools. Ms. VanCleve recommended that students in schools with low numbers should be offered the opportunity to attend a school that will offer them more opportunities to succeed. Additional areas of expenditures that can be cut include travel because the perception in the public is that trips made are no more than nice vacations. She said the enormous budget and the high cost per child for an education in Caddo Parish is the same as a business, yet the perception is that educators on the Board have been totally ineffective. Additional concerns/ideas shared included uniforms in all schools, ID badges required in all schools, dress code for teachers, no more social promotion, students not having skills needed upon graduation to meet business requirements, lack of work ethics, discipline problems, etc.; and her disagreement with the Board's decision to ask the electorate to renew taxes and that the Board should be aware of consequences when the Board asks for an extension of or for additional funds and encouraged the Board to have the intestinal fortitude to do the right thing for Caddo Parish.

Daryl Roberson, president of Caddo Association of Educators, addressed the tax renewals and that their goal is to always do what is in the best interest of the students in Caddo Parish and the opportunity to prove that this is true by supporting the tax renewals on May 4th. With these taxes retiring after 10 years, he stated by law there must be an election to renew them. If they do not pass, the CPSB will have to make serious reductions which will have a negative impact on the students and schools. He encouraged everyone to look at what is at stake if the election fails -- student safety and security, individualized instruction, increased class sizes and student teacher ratio, transportation. If public education is truly valued, he said now is the time to make sure that for the next 10 years Caddo Parish Public Schools will be able to provide a free and appropriate education for all students in Caddo Parish and encouraged the Board to do whatever is necessary to provide the best public education possible for every child.

Jackie Lansdale, president of Red River United, stated that although Act 1 and Act 2 were found unconstitutional and are presently headed to the Supreme Court, the Board members should be reminded that they are unconstitutional. Based on the item on the agenda, she reminded the

Board that it's confusing that there is a group of employees' contracts that need the Board's approval, yet there is another group that does not. As an organization, she stated she has issues with this because of who now has to be approved by the board and who does not, based on the Board Attorney's interpretation of Act 1. She encouraged the Board to rethink this and presented a proposed resolution for the Board's consideration. Mrs. Lansdale also invited the Board members to attend a prayer vigil for public education on May 2nd and the Most Improved Student Celebration on May 9th.

ESTABLISH AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Dawkins highlighted items on the agenda for the Board's consideration and President Ramsey recommended that Items 6.01-6.02, 7.01, 8.01-8.03 and 8.06-8.07 be the consent agenda. Item 8.04 was postponed until the May meeting and Items 8.05, 8.08 and 8.09 were pulled.

Jon Glover addressed the Board on 8.01 "2012-2013 General Fund Budget Revision" and her concern that this was placed on Consent which means the Board supports it; and as the Board is asking the taxpayers to renew millages, and she doesn't understand why. Ms. Glover asked, if our system as we know it is being torn apart, how will this funding be utilized, because the State Superintendent has said the funds will follow the students to whatever institution they choose to attend. Understanding that jobs could be in jeopardy, a number of jobs, she asked where will the axe fall if this happens, because she doesn't believe administrators will eliminate their jobs. She asked if this will happen even if the millage does not pass

Ms. Priest moved, seconded by Ms. Trammel, to approve the agenda and the proposed consent agenda (6.01-6.02, 7.01, 8.01-8.03 and 8.06-8.07) for the April 16, 2013 meeting as presented.
The following is a summary of the Board's action on consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the administrative contract renewals as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of February 19, 2013 through March 21, 2013 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Doerle Food Service; Gerlach Meat and Reinhart Food for the purchase of Canned and Frozen Food, Fish, Poultry, Eggs, Meat and Specialty; (2) Carefree Janitorial, totaling \$146,322.30; Doerle Food Service, totaling \$5,917.20; Long's Preferred, totaling \$9,170.20; Reinhart Food, totaling \$120,815.15 and VCC Janitorial, totaling \$97,962.20 for the purchase of Food Service Paper and Supplies. A copy of the bid tabulation sheets is attached and made a part of the permanent file for the April 16, 2013 CPSB meeting.

Item No. 8

8.01 2012-2013 General Fund Budget Revision. The board approved the revision to the 2012-2013 General Fund Budget as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The board approved requests for out of state travel funded through the General Fund as recommended by staff and submitted in the mailout.

8.03 Authority to Hold Salvage Sale. The board authorized staff to hold a salvage sale on Saturday, May 11, 2013.

8.06 Resolution in Support of Louisiana Library Association Re: Library Issues. The board approved the resolution in support of the Louisiana Library Association regarding library issues as submitted in the mailout. A copy of the resolution is filed in the permanent records for the April 16, 2013 meeting.

8.07 Resolution Exempting Sales and Use Tax During 2013 for Capital Equipment for the Biomedical Research Foundation of Shreveport. The board approved the resolution exempting sales and use tax during 2013 for capital equipment for the Biomedical Research Foundation of Shreveport as submitted by staff in the mailout. A copy of the approved resolution is filed in the permanent records for the April 16, 2013 meeting.

BIDS (CAPITAL PROJECTS/CONSTRUCTION)

Mr. Rachal moved, seconded by Mrs. Crawley, to approve the following bids as recommended by staff and submitted at member stations on the bid tabulation sheets: (1) Camus Electric Co., Inc., with a Base Bid, for the sum total of \$620,000 for Project 2013-Q504, "QSCB2 Data Wiring & Security at Midway, South Highlands, Mooretown"; (2) Carter Construction Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$458,000 for Project 2014-207, "Eden Gardens Handicap Accessibility Elevator"; (3) Camus Electric Co., Inc., with a Base Bid, for the sum total of \$665,975 for Project 2013-Q506, "QSCB2 Data Wiring & Security Cameras at University, Eden Gardens, Eighty-First"; (4) Fitzgerald Contractors, with a Base Bid, Alternate 1, 2 and 3, for the sum total of \$544,400 for Project 2014-301, "North Caddo Building Controls"; and (5) Johnson Controls, Inc., with a Base Bid, for the sum total of \$342,300 for Project 2014-302, "Fair Park Building Controls".

Mr. Rachal inquired as to the budgeted amount being a lot more than what the actual cost and if this overage amount goes back into the Capital Projects General Fund and a decision made as to where these funds will be spent. Mr. White explained that if it was not utilized in the existing bid project, the remaining amount will be culminated in the current year's Capital Projects and rolled forward into the beginning balance for next year's fund. Mr. Rachal also asked if he understands correctly that QSCB dollars must be spent on technology and Mr. White confirmed that is correct. With an approximate \$200,000 savings in QSCB dollars, Mr. Rachal asked where will these funds be used? Mr. White responded there remains a couple of additional projects for bidding under the QSCB funds as well as some updated equipment to support these projects. Mr. Rachal noted that with many things up in the air at this time, he is concerned about spending dollars on projects that could potentially close. He said there are some projects that he is concerned about relative to putting money on projects in facilities that could be closed. He asked if the projects budgeted cover a year's time, and Mr. White responded that is correct. Mr. Rachal asked for an updated list of projects bid from the budget and what is remaining. Mr. Lee added that regarding QSCB funds, the District has three years in which to spend the funds and cannot hold this money in reserve.

Mrs. Crawley agreed with Mr. Rachal's comments. Mr. Hooks asked if cameras are being placed in the schools as a result of problems in schools? Dr. Dawkins responded that some schools do not have the appropriate cameras to cover the site and we are providing more coverage. Mr. Hooks commented on the cameras placed in Fair Park and the fact that a big screen television was stolen yet never picked up on camera. He asked how could this type of vandalism occur on the campus and we not be aware. Mr. White deferred to Roy Murry for a

response. Mr. Hooks said his point is if we are going to put up cameras, location is strategic, and he noted last year at Fair Park when a piano was pushed off the stage and there was not a camera in the auditorium. Mr. White explained that the last project will pick up these type projects. Mr. Murry explained that in talking with the public over the past two years about cameras, and he has made a commitment to the public, just as the Board has, to make the schools as safe as possible. When cameras were installed in Fair Park High School the primary concern was the middle schoolers being separated from the high schoolers and is where the cameras were set up. He said it is highly possible that they were not placed in every location and they do know there are some needed supplemental locations for cameras, but the plan is designed so that as more cameras are installed, they have learned about the placement of cameras, which is what will continue. Mr. Hooks said we can put up as many cameras as we want, but the students will continue to find a way to commit any crime they wish.

Mrs. Armstrong stated her belief that some strategic planning needs to take place before the Board continues to spend money in any fashion. Realizing this is the third year and this is QSCB money, she still believes there is a need to evaluate the schools and the possibility of any closures before spending additional funds on them.

Mr. Ramsey stated this is the time for questions and not debate, and he also reminded the board that these are projects already approved by the Board and these are only the bids on (bid process) those board-approved projects. He also pointed out that agenda items have a staff name and number listed beside them and he encouraged Board members to call and get questions answered before the meeting.

Mrs. Bell moved, seconded by Mr. Riall, to call for the question. Vote on the motion to end debate carried with Mrs. Crawley opposed.

Vote on the main motion carried unanimously. A copy of the bid tabulation sheets is attached and made a part of the permanent record of the April 16, 2013 CPSB meeting.

SUPERINTENDENT'S REPORT

Superintendent Dawkins announced that he was informed earlier today that the District has received a \$325,000 grant from the State Department through a partnership with Northwestern State University to enhance Caddo's early childhood education program.

ANNOUNCEMENTS AND REQUESTS

President Ramsey announced that a work session on the Superintendent Search will be held on Tuesday, April 23rd at 2:00 p.m., with the focus for this meeting being to establish a timeline. He also announced that he has asked the members of the Superintendent Search Advisory Committee to provide him with their feedback on what they would like to see in the next Superintendent of Caddo Parish Schools. These will be accumulated and shared with the representative from McPherson and Jacobson.

Ms. Priest commented on the great announcement relative to the partnership with Northwestern State University. She also informed the Board that with the issues and concerns with Course Choice and Bulletin 132 requiring that the local District/LEA must provide computer access, Internet, technical assistance, paras, SPED and transportation, as well as manage students' grade input, monitor progress and approve the credits; however, the funding is being sent to the private provider. In talking with the lobbyists for the LSBA, she said there is to be discussion on this matter on Friday. Dr. Dawkins stated that he and Mr. Ramsey discussed this and not only are their requirements of the school, but these providers are also enrolling students in courses they do not need, in addition to enrolling students that were expelled. He announced an update will

be brought to the Board next week. Ms. Priest also added that students are also being enrolled in courses without parental awareness/approval.

Mrs. Crawley shared that she is hearing a lot of people in her neighborhood express confusion about the Magnolia Charter School and asked that Magnolia Charter bring an update to the Board and that the report verifies that the Magnolia Charter School is looking for 63% low socioeconomic students from the low performing schools, and that they will not open in August if they are not following their contract. Mr. Abrams stated that we are under Announcements and Requests and discussion/questions are not to take place at this point. She also asked if the Transportation Department implemented the recommendations from the audit approved by the Board; and if not, asked what help is needed in order for these to be implemented. Mrs. Crawley also stated the displeasure she is hearing from parents about the Professional Development Day being moved to Wednesday rather than on Friday. She received an answer as to why it was done this way; and she asked that staff provide her the data (absenteeism) used to make this decision. Regarding budget issues, Mrs. Crawley requested that the travel line item be separated with one being reimbursement for work mileage and the other reimbursement for attending conferences/meetings.

Miss Green requested information on the policy for employee hearings and the steps followed in this process.

Mrs. Crawford also noted her desire to have Magnolia Charter make a presentation to the Board, and Mr. Ramsey responded that staff is preparing to do this. She also asked if students who are tested for Caddo Middle Magnet, but live in Broadmoor, do not get into Middle Magnet, can they be offered a spot at Broadmoor or have they been? Mrs. Crawford also asked if Board members can ask for community support on the renewal or can Board members only share information. Mr. Abrams responded they can.

Mr. Rachal stated that he doesn't believe we need to send a request to Magnolia Charter School to bring the Board an update, but we should only let them know we want a report on the construction of the Magnolia Charter. Mr. Abrams explained that there is a contract spelling out everything that is to be done, including their plan and opening procedures, which lays out everything and how it is supposed to be. He added there is no transportation in the plan and they will not have transportation. Mr. Rachal asked for clarification on Caddo's legal responsibilities as the grantor of the charter school?

Mr. Pierson thanked Board members who attended the meeting at BTW on April 9th and also thanked Attorney Abrams for sharing correct information to those in attendance which has led to more dialogue in smaller groups. He also thanked Dr. Dawkins for allowing the four principals to attend and address the group and they look forward to moving forward.

Mr. Hooks announced that Thursday, April 25th will be his Town Hall meeting at 6:30 p.m. in the Fair Park Auditorium. Guest panelists for his forum will be Judge Shonda Steward (Juvenile Court), Jim Lee, Jackie Lansdale, Daryl Roberson, Elliott Stonecipher, Michael Williams, Willie Bradford and Scott Hughes. He also requested for alternative education expenses for 2012-13 school year to include Ombudsman food costs, facility costs, utilities, Caddo personnel, as well as any additional incidental costs associated with the program.

Mrs. Bell asked for information clarifying what is an at-risk student, what schools are going to be closed (based on what everyone is saying), and announced that teacher appreciation is taking place. The ID Badge Committee hopes to bring an item in May on this matter; and she also announced that she attended the Swag Nation graduation for 32 young men.

Ms. Trammel asked for an update on the bus fleet (condition of buses, maintenance, cost for repairs and other suggestions) in the audit. She also asked if there is anything the Board can do to help alleviate some of the problems as it relates to Transportation. She also extended an invitation to every Board member to visit Woodlawn High School and observe the many great things taking place at Woodlawn.

Mr. Riall announced that he will reschedule the Audit Committee meeting. He also bragged on his 15-year old granddaughter who was inducted into Northwood High School's National Honor Society.

EXECUTIVE SESSION

Student Readmission Appeal Hearing. *Ms. Trammel moved, seconded by Miss Green, to go into executive session for up to 15 minutes for the purpose of hearing a student readmission appeal. Vote on the motion carried and the board went into executive session at approximately 6:26 p.m. The board reconvened into open session at approximately 7:10 p.m. Ms. Priest moved, seconded by Mrs. Bell, to uphold staff's recommendation for CD. Vote on the motion carried with Mrs. Armstrong absent for the vote.*

Adjournment. *Ms. Priest moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:12 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

April 18, 2013

The Caddo Parish School Board (CPSB) Long Range Planning and Development Committee met at approximately 11:10 a.m. on Thursday, April 18, 2013, in the Superintendent's Conference Room located at 1961 Midway Street, Shreveport, Louisiana. Committee members present were Ginger Armstrong, Chair, Bonita Crawford, Lillian Priest, Barry Rachal and ex-officio member Carl Pierson. Committee member Curtis Hooks and ex-officio Larry Ramsey were absent. Others in attendance were Dr. Mary Nash-Robinson, Dr. Sheila Lockett, Antionette Turner, Steve White, Rosemary Woodard and Jackie Lansdale. Mr. Pierson led the prayer.

Chair Ginger Armstrong called the meeting to order and stated that the purpose for the committee meeting is to consider the possibility of Gateway, Gifted and Discovery classes throughout Caddo Parish.

Dr. Robinson presented information including a list of the schools with these programs, the numbers of qualifying students at the neighborhood schools that do not have these programs, as well as a copy of the Parsons Report (facilities).

Dr. Sheila Lockett highlighted the data on the number of students currently in the Gifted Program, the process followed at the school level for recognizing students for referral to the SBLC and testing for these programs; and if principals are not referring students to the SBLC they cannot test them. Additional numbers for the 2010-11 and 2011-12 school years were also shared with those present along with how many students were tested, how many qualified, and the percentage accepted.

Committee members shared their concern that there are not more students in the neighborhood schools, who did not get into a magnet school, being identified and tested for opportunities in the Gifted Program at their neighborhood school, and parents are being told they need to enroll a child in a Gifted Program (magnet school), but because the neighborhood school does not have a Gifted Program in place, which is something that should never happen. Additional concerns expressed were teachers not being as open as they should be relative to the needs for the Gateway Program, teachers are not cognizant of students and what they are able to accomplish, the policy that if 15 or more students are identified, referred, tested and enrolled, a full-time teacher can be added, and based on the numbers, it is not believed that policy is being followed.

Staff also explained that Bulletin 1508 defines and provides the criteria for the Gifted and Talented Program which starts at the school building level with a requirement that teachers teaching Gifted classes must be certified in Gifted. Dr. Lockett reminded the committee that where there is a vacancy the numbers may be there, but there may not be a teacher with certification to teach Gifted.

Committee members also noted they believe we are missing the boat at the Discoveries level and we need to be able tell parents we will provide everything the child needs at the neighborhood school.

Suggestions/requests of staff included:

- Generate a list of above average students (80%) at each school and encourage them to look closer at these students.
- Target the list highlighted in blue (schools that have not identified any students for referral to the SBLC) and ask the principals why students are not being referred to the SBLC.
- Sell the importance of this matter to the principals who sells it to their faculties.
- Need to do something about the culture.

- What will it take to accomplish some of the issues discussed. Of the children being served, what is the number of Black children.
- Have this as a standard item on meeting agendas with principals.
- Be pro-active in getting the word out to teachers that we are very supportive of these programs and the potential that they hold for Caddo students.

Chair Armstrong summarized that for the next meeting staff will

- provide stats on the level in which students have tested and the potential for Gifted and Discoveries Program, in addition to information from each school on students that have gone through the process for testing but may not have been successful.
- provide information on how many children qualify (identify the numbers in the “blue” schools), the staffing requirements and cost.
- communicate with schools that have not identified any students for these programs, the school’s stats and encourage them to identify potential students.

Next meeting – Chair Armstrong announced that Dr. Robinson will advise her when the information is available which will determine scheduling a second meeting.

No additional discussion, the meeting adjourned at approximately 12:30 p.m.

April 23, 2013

The **Caddo Parish School Board (CPSB)** met in a special work session at approximately 2:00 p.m. on Tuesday, April 23, 2013, in the boardroom at 1961 Midway, Shreveport, Louisiana with President Larry Ramsey presiding. Other board members present were Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Ms. Priest led in the prayer and Pledge of Allegiance.

President Ramsey announced that the purpose for today's meeting is to be introduced to and hear from representatives from McPherson and Jacobson, the superintendent search services approved by the board to assist the District in finding the next Superintendent of Caddo Public Schools. He also announced an additional meeting will be scheduled for April 30th for the purpose of defining a timeline for the search. Input on characteristics of the next superintendent received from members of the Superintendent Search Advisory Committee was at each board member's station, and Mr. Ramsey asked Board Members to provide him with their input prior to the meeting on the 30th.

John Smith with McPherson and Jacobson introduced himself and extended thanks and appreciation for the opportunity to work with the board in the effort to find a superintendent to lead the Caddo school system. Mr. Smith pointed out that the most important function of a school board is to select a superintendent of schools and that the State of Louisiana requires every school board to hire a competent and qualified superintendent, and that the qualifications are established by law in Louisiana. He explained that today he will spend time on the overall process for selecting the next superintendent and look at some timelines that will help meet District requirements for selecting a new superintendent, and presented proposed timelines as a starting point with an assumed date of July 1 to have a new superintendent in place; however, it can be adjusted as the board deems necessary. Mr. Abrams reminded the board that the current superintendent's contract does not end until August 11th; and while the Board can name a new superintendent prior to that date the start date cannot be until August 12th.

Mr. Smith also shared that in looking at the process in phases, things that should occur in Phase 1 will include deciding the criteria for the next superintendent, what the advertising venues will be and hopefully set a calendar with the additional dates and things that need to take place when the board meets again on April 30th. He did state that advertising by McPherson and Jacobson will include, but is not limited to, Louisiana School Boards Association and Administrator's Association publications, colleges and universities, McPherson and Jacobson's web site, AASA and NSBA web sites, Education Week publication, as well as the School Board's official journal. Additional advertising venues should be reported to Victor Mainiero.

Highlighting that the School Board has already appointed a Superintendent Search Advisory Committee, their firm also will ask the School Board to identify other groups in the community that they will contact for input, including, but not limited to, school administrators, classified staffs, students, staffs, community persons (Chamber of Commerce, clergy, non-denominational ministerial alliances, etc.) who value public education in the community. Regional meetings (North, South, East, and West) throughout the community will be scheduled and advertised to afford the opportunity for anyone in the community who wishes to provide input to attend. At these sessions four critical questions will be presented to the attendees for input: (1) Tell us about your community, its assets, those things that make this community what it is; (2) Good things about Caddo's school system (things that should be preserved and built upon in order to make it a better school system; (3) What are the critical issues in the school system that might impede the ability of anyone being successful as a school leader in Caddo; and (4) What are the skills and abilities a candidate should possess in order to be a successful school leader in the Caddo School System? He also stated that these questions will be posted to the District's web

site for input from those who cannot attend one of the forums. Responses to these questions will be collected and placed in a booklet; and even though there will be a lot of overlapping, they will pull out the overlaps and those that stand out and place them in a separate list to use as a reference in making decisions in the process of selecting the next superintendent.

Mr. Smith explained that when applications have been received, McPherson and Jacobson will finalize the background checks on all who apply and screen out those who do not meet the qualifications as outlined by the board, and give the Board the number of applicants the Board requires and who meet the criteria established by the Board for the position. McPherson and Jacobson will then meet with the Board to review those candidates and for the Board to narrow the list to those they wish to interview and the process/procedures for the interviews. He explained that they typically like to bring in the candidates and their spouses for them to look at the community, the schools and meet the people in the various groups involved in the search. The candidates will also meet with the Superintendent Search Advisory Committee for dialogue prior to interviews by the Board.

Mrs. Bell asked for clarification on the community meetings because she serves a rather large district, and how the regional meetings will be coordinated, will the appointees to the Superintendent Search Advisory Committee be included to assist in gaining input from the community? Mr. Smith responded that members of the Superintendent Search Advisory Committee are invited to attend any of the forums held throughout the district. Mr. Ramsey stated that members of the Superintendent Search Advisory Committee have been asked for input and they will also be asked to attend the community meetings as well as with the finalists one on one during the interview process. He also stated that he will work with Mr. Mainiero to strategically schedule these forums so that they are easily accessible to those wishing to attend. Mr. Ramsey also reported that as the Board goes through the process, meetings will be videoed for those unable to attend the meetings and get their input. Mrs. Bell stated that she has promised her constituents that she will not make the decision on the next superintendent without their 100% participation. She wants her Superintendent Search Advisory Committee appointee to always be with her throughout the process.

Mr. Riall reminded everyone, relative to the timeline and the proposed August 11th date, that this could be a conflict because of vacations and Board members attending the Southern Region Conference in July. Mr. Smith noted he is familiar with the Southern Region Conference.

Mrs. Crawford asked if the proposed timeline is a reasonable length of time for finding someone? Mr. Smith responded that he believes it is a good calendar. Mrs. Crawford also asked Mr. Smith if he has done superintendent searches recently in Louisiana, and Mr. Smith stated his School Board is currently involved in a superintendent search also. Mrs. Crawford asked Mr. Smith if he believes, with the current educational climate in Louisiana, that Caddo will be able to get a good selection of candidates because she heard one Louisiana parish only had three candidates. Mr. Smith explained that what is happening in public education in Louisiana is no different from what is happening in public education across the country and Louisiana is not unique in the challenges it faces. He also said he believes the Board is involving itself in the search for a new superintendent at a very good time of the year as it is a time in which those who are superintendents might be looking, and he believes the District will have an excellent pool of applicants from which to choose.

Ms. Priest referenced additional venues for advertising and she suggested that the firm look at the possibilities of advertising in AASA Journal, CUBE and Greater Cities in Schools.

Mr. Trammel asked about Mr. Smith's reference to the "top 10" candidates and where this specific number might have come from? Mr. Smith explained that this came up as something to share with the Board how applicants are screened to come up with how many will be presented

to the Board. Ms. Trammel also asked about the calendar and the fact that it is very compact, which has not worked in the past, and if the time needs to be extended, will there be additional cost? Mr. Smith explained that the contract is not based on the timeline, but it is a part of the process and the first thing he tries to get in place with the Board so he knows how to proceed. If the end date needs to be moved, he only needs to know what that date might be. She also reminded Mr. Smith that one of the groups that should always be included in this process is parents. She also stressed the importance of giving the next superintendent some lead time before reporting.

Charlotte Crawley stated her confusion about bringing the top 10 people to the Board, because last time approximately 21 applicants were brought to the Board; but after screening and checks, there were only a few viable candidates. Mr. Smith said they will receive all the applicants and once they have screened all applications, conduct background checks, then all who meet the qualifications and criteria as outline by the Board will be brought to the Board for the Board to narrow down the number it wishes to interview. Mrs. Crawley also announced that Mrs. Bessie Smith's husband passed away and asked that everyone remember her in their thoughts and prayers. Mr. Ramsey referenced Mr. Abram's recommendation that as part of the process the Board gives the company the number it wishes to receive and the company continues to advertise until it receives that number of qualified applicants. Mr. Smith confirmed that is correct, and that sometimes candidates will apply for positions but they do not want their names mentioned until the list actually becomes public information.

Mr. Ramsey introduced the following members of the Superintendent Search Advisory Committee that were present: Eppie Adams, Caddo District PTA; Valerie Brown, District 6; Rev. Joe Gant, Calvary, District 12; Tabatha Taylor, District 2; Arthur Douglas, District 5; Myra Robinson, District 7; Robert Jackson, District 3; Jackie Lansdale, Red River United; John Albritton, District 11; Kim Burton, APEL; Scott Hughes, Alliance for Education; Paige Carlisle; Lola Kendrick, District 10; Walter Lee, Caddo Retired Teachers Association; and Ann Fumarolo, SciPort.

Mr. Rachal asked when applications are received, that the information included is confidential, and is there the possibility of someone beginning on July 1st or before the start of the next school year? Mr. Smith stated that whatever the Board deems appropriate is what he will do for the Board and reminded the Board that the attorney pointed out those things that the Board needs to take into consideration.

Mr. Ramsey also highlighted the minimum number of area forums that would be held across the parish. Mr. Smith stated that he will get with Victor Mainiero to plan the forum meetings in a way that addresses concerns expressed by the Board and will report on this at the meeting on April 30th. Mr. Rachal asked Mr. Smith if he is currently on a Louisiana School Board? Mr. Smith responded that is correct. Mr. Rachal asked if St. Charles is also looking at hiring a new superintendent of schools, because he feels this could be a conflict of interest. Mr. Smith reassured Mr. Rachel that he is not only doing a superintendent search in his own district, but conducting superintendent searches is what he does; and he does not steer candidates in a particular direction, but they put 100% of their efforts toward meeting the terms and agreement with the District. He also said that he does not have a contractual agreement with the District in which he serves on its Board.

Mr. Pierson asked if the number of applicants will affect the timeline? Mr. Smith said that the number should not affect the timeline with exception of the fact that if by a certain time in the timeline there are not an adequate number of applicants. In response to Mr. Pierson's question on what is "adequate", Mr. Smith explained that for a District the size of Caddo, he would want to see between 15 and 20 good candidates. Mr. Pierson asked if 15 candidates will affect the timeline and Mr. Smith said he does not see a problem with it. Mr. Pierson offered a timeline of

August 1st for naming a new superintendent and asked Mr. Smith to use this as his guide and bring back additional information at the April 30th meeting. Mr. Smith noted that August 1st is a Thursday, and Mr. Pierson said the date can be adjusted to be Friday or Monday. It was agreed that a timeframe of July 28 – August 5 to have a superintendent is a good date for naming a new superintendent. Mr. Pierson also encouraged finalizing the forums and what area each will cover.

Mr. Hooks asked if he understood correctly that this will be advertised in the local newspaper and Mr. Smith explained that the District must advertise in the Official Journal twice. Mr. Hooks asked if it is possible to have someone local apply and Mr. Smith confirmed that is correct. He said he believes if we name someone local, it could happen sooner than the July 28th week.

Mrs. Bell suggested that the process not be rushed and that she believes there should be at least five forum meetings (North, South East, West and Central).

Mrs. Armstrong referenced the applications received in previous searches and the fact that when screening the large number of applications, they learned that many did not meet the qualifications. She asked if the Board can be assured that the applications brought to the Board will meet the qualifications as set by the Board for this position. Mrs. Armstrong stated that she wants to make sure the applicants brought to the Board are vetted and screened and can stand the test for a superintendency in the State of Louisiana.

Mr. Smith responded that McPherson and Jacobson will bring to the Board those candidates that meet the criteria as established by the Board. He said they will do reference checks and will additionally contact references given to them by the original reference. They also make contact with the District in which the candidate is currently employed, as well as conduct background checks. Finally, the candidates that have cleared this inspection will be brought to the Board for its consideration. Mrs. Armstrong asked about the timeline for checking candidate's background and how far back the report will cover? Mr. Smith responded that McPherson and Jacobson has access to a website, but he is unsure how many years back it will go.

Mr. Riall asked if someone in Texas applies for the position, is there a reciprocal agreement if they are qualified? Mr. Smith responded that the candidate would have to have a State Superintendent endorsement.

Mr. Ramsey expressed appreciation to the Superintendent Search Advisory Committee members for being in attendance. He also noted that the Superintendent Search Advisory Committee will elect co-chairs, and they were also invited to provide him feedback through the Superintendent's Office. All Superintendent Search Advisory Committee members were encouraged to provide all venues of current communication.

Ms. Trammel also stated the importance of the Superintendent Search Advisory Committee members receiving all the necessary information about the meetings.

There being no additional questions at this time, Mr. Ramsey announced that the meeting is adjourned, and the meeting adjourned at approximately 3:35 p.m.

April 30, 2013

The Caddo Parish School Board (CPSB) met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 2:00 p.m. on Tuesday, April 30, 2013 with President Larry Ramsey presiding and Board members Steve Riall, Jasmine Green, Carl Pierson, Mary Trammel, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell present representing a quorum. Mr. Ramsey announced that Mr. Hooks is absent due to another meeting. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Priest led the invocation and Pledge of Allegiance.

BIDS

Mr. Pierson moved, seconded by Ms. Trammel, to approve the bid of J. D. Electric Co., Inc., with a Base Bid, for the sum total of \$598,000 for Project 2013-Q507, "QSCB2 Data Wiring & Security Cameras at Judson, Lakeshore, Midway, Queensborough" as recommended by staff and submitted in the mailout on the bid tabulation sheet.

Mr. Rachal stated that he knows it is QSCB dollars, but his concern is we do not know if these schools will still be under our control in 1.5 years. He added it doesn't have anything to do with security or providing for the children at those schools, but he remembers what happened with Linwood and the medical clinic there when the State took it over.

Mrs. Bell shared that the schools listed are not on the list to be taken over and reminded everyone that a school must be in AU status for four years before the State would consider taking it over. She said we need to take care of the children we have in our schools.

Ms. Priest reiterated Mrs. Bell's comments and that she also is aware a school must be on the academically unacceptable list for four years before the State Department will consider taking it over. She also reminded everyone that the information on each school has been provided to each board member and this should be the driving force for the Board's decision. As long as children are in a building, Ms. Priest said we need to provide for them.

Mr. Abrams explained that he recently analyzed this data for a presentation and Judson is not on the list, Lakeshore is AU1 (first year) and .9 of a point from being out of AU status; Queensborough is also AU1 and 2.8 points from being out of AU status; and Midway is in AU3 status and is one that could be an AU4 school with the potential takeover.

Ms. Trammel asked, if there is a potential problem with one of the schools, is pulling that school something the Board should consider, and the response was the bid has been submitted and includes all the schools listed.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Board member Rachal opposed.

Vote on the main motion carried with Board member Rachal opposed.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 2:20 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

April 30, 2013

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Ms. Trammel asked, if there is a potential problem with one of the schools, is pulling that school something the Board should consider, and the response was the bid has been submitted and includes all the schools listed.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Board member Rachal opposed.

Vote on the main motion carried with Board member Rachal opposed.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 2:20 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

May 1, 2013

The Caddo Parish School Board (CPSB) Audit Committee met at approximately 3:15 p.m. on Wednesday, May 1, 2013, in the Superintendent's Conference Room, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Steve Riall, Chair; Ginger Armstrong, Charlotte Crawley, Barry Rachal and ex-officio members Larry Ramsey and Carl Pierson. Curtis Hooks was out of town. Others in attendance were Jeff Howard, chief internal auditor, and Scott Hughes, Alliance for Education. Mr. Rachal led the prayer.

Mr. Riall called the meeting to order and recognized Jeff Howard, CPSB Chief Internal Auditor. Mr. Howard shared background information on the District's Auditing Department and a list of the major functions provided through this department. He reported to the committee on the Accounts Payable audit, which is the most recently completed in a series of departmental audits requested by the Board, and highlighted the findings and recommendations of the audit.

Mr. Rachal requested, if not in place, a follow up review to determine if the recommendations are being implemented. Mr. Pierson commented that he believes the Audit Committee needs to recommend to the Board the acceptance of the audit and the recommendations of that audit, as well as recommend that based on the findings of the audit that a follow up report be provided within a certain number of days.

Following discussion, it was moved, seconded, and unanimously carried that the Audit Committee recommend that the CPSB accept the internal audit of the Accounts Payable Department and to implement the recommendations of the internal auditor with a follow up review of those recommendations within 120 days.

The Audit Committee also directed Jeff Howard to begin a review of the Superintendent's accounts as a part of an exit process.

There being no additional business for discussion, the meeting adjourned at approximately 4:20 p.m.

May 7, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 2:30 p.m. on Tuesday, May 7, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Reginald Abrams. Mrs. Crawford led the prayer and Pledge of Allegiance.

Superintendent Dawkins expressed appreciation to the Board members, associations, staffs, parents, everyone who supported the renewal effort. He also stated that today's meeting is to give the Board an update on where we are in the budget planning process. He reported that staff met with high school principals, as well as elementary principals, and work sessions are also scheduled for Wednesday and Thursday. Mr. Lee reiterated the Superintendent's comments relative to this budget being a work in progress and highlighted what the staff has been working on for the last several weeks. He recapped what was presented at the last meeting (\$1.5 million in expenditures over revenues), and the undesignated fund balance of less than \$500,000 which the Board has said is unacceptable. Mr. Lee shared with the Board a comparison of enrollment to staffing for the past 9 years; and while enrollment decreased by 3,000, the number of teachers increased by 4%. Expecting staffing to decrease with the decrease in student enrollment, and if it decreased by the same percentage, the District should have reduced the number of teachers by approximately 200, however just the opposite occurred in Caddo. He also highlighted where staff attempted to make necessary reductions away from the classroom; and how revenue remaining flat is making it harder to do so. Mr. Lee also explained that an additional reason for the expenditures being over revenues is benefits to employees; and with 85% of the expenses being tied to people, it is very difficult to reduce expenditures without affecting the classroom. Also, the three major employee benefit components are health care costs (now and over the next several years); health care costs for retirees; and retirement costs. In looking at the cost for these, the District has very little control over the cost of retirement other than by reducing the number of employees, and the District's contribution to the Teachers Retirement System is increasing from 24.5% to 27+% and the contribution to the LSE will be approximately 32%, which are amounts the District has no control over. Mr. Lee noted that the District does have control over health care for retirees and actives and this might be something the District needs to look more closely at in the next couple of years; and we can control it by (1) reducing the amount of benefits in the plan and (2) increasing the percentage paid by employees for the premiums, which decreases the amount paid by the District. Mr. Lee noted that this is not something the staff has considered in this year's discussions, but he brings it to the Board's attention because it is something staff will need to consider in future years.

Mr. Lee also explained how the MFP funds have continued to shrink each year and the prediction that in the next 5 years MFP will not cover benefits in the General Fund, so at some point in time this is an area that will need to be looked at as a way of reducing cost to the district. Relative to Central Office and the message being heard that it is "top heavy", Mr. Lee pointed out, as he has in speaking to organizations, that the number of employees compared to the total General Fund employees last year is less than 3% of the General Fund employees. When adding in the area directors and instructional supervisors located at Central Office, who do have a direct impact on the classroom, it still only brings the percentage up to 4%. He also stated that the expenditures for Central Office total approximately \$24 million, which is about 6% of the total budget. When looking at this \$24 million last year and when hearing people say eliminate Central Office, he reminded the Board the services will not go away because of the support it provides to the students and the schools. A very liberal estimate would be if the Board could find someone (company) to come in and run the District, there could be a savings of

approximately 15% or approximately \$3.6 million of the \$24 million, which leaves \$17 million coming from somewhere else to balance the budget.

Mr. Lee continued his presentation by sharing ways in which the Board might consider addressing the \$21 million deficit. He highlighted where we are with the \$21 million hole and suggestions that could take the deficit to less than \$2 million. The suggestions included increasing revenue estimates by \$1 million, increasing MFP to General Fund, and increasing \$2 million from Child Nutrition. Suggested reductions in expenditures included the staffing formula (remove the 22:1 hard coded formula in K-1 which will save 29 positions at a value of \$2 million); add 1 to the formula at 4th and 5th grade (will reduce nine positions); and a 24:1 formula and no block schedule at the high schools. Mr. Lee stated this was discussed with the high school principals and he will meet with them again to discuss some additional, less drastic ideas. He also highlighted how the change to 24:1 at high schools will affect each high school, with these changes resulting in a reduction of 151 positions, which staff believes can be accomplished through attrition without any RIF.

Non-formula reductions suggested included a reduction of 45 special education teachers (and at this time there are more than 45 vacant positions), which can be done through attrition; reduction of six Central Office supervisors (which are certified positions that can go to the classroom), as well as the clerical positions for those positions; reduction of five special education instructional specialists (returned to the classroom), 30 special education aide positions; reduction of the sub teacher budget by approximately \$500,000 from the current \$4 million budgeted; reduction of the \$600,000 for teacher M & S; smaller school consolidations; rural transportation provider; and reinstitute the classified employee hiring freeze and only hiring internally. Mr. Lee noted that while these changes still do not present a completely balanced budget, staff continues to look at additional reductions in the Central Office area. Dr. Dawkins added that the principals are meeting and looking at additional opportunities to be more efficient in their services and he will hear from them their ideas at a meeting on Wednesday.

Mr. Ramsey expressed appreciation for staff engaging the principals at all levels for their input. Dr. Dawkins also added that Attorney Abrams has reported there could be some additional adjustments to the MFP funds based on today's Supreme Court ruling that the voucher portion of Act 2 is unconstitutional. Mr. Lee said while that may be possible, and if it happens, it is something that can be brought to the Board as a mid-year budget adjustment.

Mrs. Crawley stated she believes adjusting the ratio is going to be difficult for the schools, and that before this is done, she believes all salaries should be cut before cutting a teacher that affects the classroom. She also said she believes consolidating some of the smaller schools and adjusting the staffing formula could result in 28 students in a Kindergarten class, and Mr. Lee noted State law does not allow a District to have 28 in a Kindergarten class. In cutting non-essential travel, Mrs. Crawley asked if staff could provide that amount since she knew staff reported it, but she did not have it with her. Mrs. Crawley asked Mr. Lee to clarify outsourcing Central Office services and the savings. Mr. Lee explained that if all the services provided through Central Office were outsourced, it would only be a 15% savings to the district or approximately \$3 million of the \$24 million. Mrs. Crawley asked about the services Central Office does not have to provide, i.e. director type jobs, and maybe reassignment of some personnel, and would this not represent a couple of million dollars. Mr. Lee said not if you don't remove warm bodies; and Mrs. Crawley added you would remove them from Central Office positions and place them in vacant principal or teaching positions. Mrs. Crawley asked about the possibility of eliminating any programs other than block scheduling, i.e. Discoveries teachers? Mr. Lee reported there are approximately 30 Discoveries teachers and Mrs. Crawley said she believes these could go back into the classroom. Mr. Lee added that one of the problems is when you have as many employees as Caddo, people will be affected with cuts in expenditures, and that this is a discussion that will happen next year also. Mrs. Crawley also asked about

recommendations relative to employee benefits and Mr. Lee responded that staff has not yet looked at this, because it is areas that we do not have any control over other than reducing them through a reduction in people or reduction of benefits offered to the employees (by increasing the percentage employees pay for the benefits which reduces the District's cost).

Mr. Hooks stated his concern over the possibility of cutting Discoveries teachers as there are many students that will be affected by this change. Mr. Hooks asked about any cuts in services, and Mr. Lee stated that there are not any cuts at this time, but he was only sharing with the Board what would happen if services were cut. Mr. Hooks asked Mr. Lee how close are we at looking at another RIF? Mr. Lee responded that we are not talking about a RIF and the cuts being recommended would be handled through attrition. Mr. Hooks asked what happens if we can't make the necessary cuts through attrition, and Mr. Lee said at that time a decision would need to be made to not do it or institute another Reduction in Force; however, what has been presented for discussion today staff believes can be accomplished without implementing a RIF. Mr. Hooks inquired about transportation and the number that travel in the rural areas, and Mr. Lee responded there are approximately 30 routes. Mr. Jones clarified it has been 3-4 years since new school buses were purchased and there are approximately 33 rural routes.

Ms. Trammel asked about the state ratio for K-1 grades, and staff responded 26:1 and Caddo is currently at 22. Staff is not asking to increase that number, but just asking to remove the hard coded formula. Ms. Trammel asked, since the outsourcing of Central Office services is not that great an amount, what would be the next recommendation other than a RIF. Mr. Lee said staffing in some form must be looked at; and if not, maybe additional school consolidations. He also said that there will probably not be a complete answer relative to dollars by the time the budget is adopted; however, staff can also bring back additional recommendations for the Board's consideration.

Mr. Pierson asked if he understood correctly that the 45 special education teachers can be addressed through attrition; and Mr. Lee said that is correct because currently there are approximately 50-60 vacancies. He also asked if there is a pupil-teacher ratio for special education, and Mr. Lee said there is a methodology and he will get that from Dr. Lockett.

Mr. Ramsey asked if it is factual that 85% of the budget is employee cost? Mr. Lee said it is between 80 and 85%. Mr. Ramsey asked what portion of the 85% is classroom teachers, and Mr. Lee said approximately 50% and when including aides and staffing at the school site, it could be 70-75%. Mr. Lee further explained that as staff has looked at this, he doesn't believe it is possible to make the cuts without impacting the classroom; and staff will continue to work with the principals in an effort to minimize the impact on the classroom as much as possible. Mr. Ramsey noted that the information requested by the Board is reflected in what staff has presented today.

Ms. Priest asked about the benefits and what the employees are paying and if staff could provide the Board with some recommendations and/or options in these particular areas, especially with healthcare and how we can continue to offer the coverage with some options for cost savings. Mr. Lee reported that he has planned a meeting with the insurance manager; and since it may not be able to go into effect this year because renewals were approved last October, it will definitely be looked at for the future years. Ms. Priest also asked when looking at attrition, and the approximate 240 positions that could be eliminated or reduced through attrition, what dollar amount this represents. She understands that when sales are down, adjustments need to be made; and when you have fewer students, the resources are reduced. Ms. Priest asked if cross-training is being taught in the non-essential areas in the District, and Mr. Lee responded he believes so in some of the departments. Ms. Priest said that in lean times, she believes cross training is essential and is how departments can address costs. She encouraged staff to present a presentation on a plan for cross training by department. Relative to Distance Learning, Ms.

Priest stated there should be some cost-saving mechanism associated with the system and asked staff to provide this information. Mr. Lee announced this came up in the high school principals' meeting on Monday, i.e. not enough enrollment to have a teacher in a particular class and E2020 is being used.

Mrs. Crawford asked about the recommendation to remove the hard number in the K-1 staffing formulation and what number does staff have in mind? Mr. Lee responded that the ratio would not change (22:1) and staff is not asking to increase the number, but the hard code means if there are 22 Kindergarten students in a class, one teacher is provided; and if one student is added to make it 23, a second teacher is added. Removing the hard code would allow rounding it up to 25 and 26 without adding another teacher. Mrs. Crawford asked if the 3,000 teachers are only classroom teachers or does it include supervising teachers (through Central Office). Mrs. Crawford also asked staff for the number of students in the high school classrooms, and if changing to a seven-period day will affect the curriculum changes received from the State for college-bound students. Mrs. Turner responded that the way students are scheduled could be impacted and thus the number of teachers providing that instruction as well; but the District will still be required to offer AP courses, CORE, etc. Mrs. Crawford asked if the students will still be able to get their required credits in the four-year period? Mrs. Turner confirmed that students would be able to accrue the required 24 credits. Mrs. Crawford asked about the students in the block schedule who have not earned all their required credits and will they be able to graduate with the required number of credits if they are changed to a seven-hour day? Mrs. Turner explained that using E2020 and Dual Enrollment will allow students the opportunity to complete their required courses.

Mr. Rachal asked about the money paid to the Sheriff for collection of the taxes and does he understand that \$1.6 million of that amount given to them, the Sheriff's office then pays to the retirement systems (all retirement systems)? Mr. Lee said the \$1.6 million is teachers' retirement and the District takes the credit in June for that same amount which reduces the amount recorded from the local district. Mr. Rachal referenced the budgeted amount of money on a budgeted number of teachers and staffing, and asked if he understands correctly that the Board is being asked to change the staffing formula. Mr. Rachal also referenced efficiencies in consolidations and he believes more should be placed in the budget in a way that they are reconfigured with ample schools available in each neighborhood. He added he doesn't believe the \$600,000 in consolidations is enough and Mr. Rachal reminded him that when consolidating schools, the reductions will be in support personnel, utilities, and some administration. Mr. Rachal asked if it is possible to outsource the District's EAP (Employee Assistance Program), and Mr. Lee said he will get with staff and look further into it. Mr. Rachal also referenced what the District pays for employee benefits; and with the cost to the District being in excess of \$30 million more than what it was three years ago, he believes that takes care of the \$21 million and he would like to know what the cost difference would be to each employee if \$10 million from what the Board pays is passed back to the employee. Mr. Rachal said he believes a plan needs to be determined, the impact to the employees, and how teachers/employees can be grandfathered in. Mr. Lee stated that while he is not speaking against these suggestions, but grandfathering employees in allows for a slower savings. Mr. Rachal noted he understands some vested way may need to be determined, but maybe a transition to address the numbers in the "blue" blocks.

Mrs. Armstrong asked about the rural transportation provider and if this company will furnish new buses, will they buy our buses? Mr. Woolfolk explained it is a flexible plan – this company can use Caddo's employees, Caddo's buses, they can use their own, and it all depends on what the District wants and the savings it would like to see. Mr. Woolfolk added it would be his suggestion that they provide the buses themselves. Mrs. Armstrong asked if this (the provider provides their own employees and buses) will bring the greatest savings, because she knows it is very difficult today to get ample number of bus drivers and she is interested in knowing if this is a lucrative plan for bus drivers. Mr. Woolfolk responded that it is an option that allows us more

bus drivers and additional spare buses for Caddo's fleet, and newer buses for the rural routes. Mrs. Armstrong stated she believes it would also afford Caddo the opportunity to retire some of the older buses. Mr. Woolfolk reminded Mrs. Armstrong that buses are automatically retired after 25 years by State law. Mrs. Armstrong also stated that when changing to the block schedule under protest from some schools, it was a huge investment; and while she likes the idea to return to the 7-period day, asked if Southwood would stay with the block schedule since it has been in place for many years? Dr. Dawkins responded that it has been discussed and discussions will continue on Tuesday; but staff is only presenting a proposed savings if it is changed. Mrs. Armstrong also commented relative to attrition that in a typical year the District retires over 300 individuals; and with the numbers provided today in terms of classroom, she believes these could be covered by what we have without laying off persons. Regarding special education and exceptionalities, Mrs. Armstrong noted that even with the minimum and maximum requirements from the State, she believes these classes can be staffed appropriately.

Mrs. Bell asked if it is possible to have department heads in the next budget meeting to answer questions as they are asked. Mr. Ramsey announced that staff members not present were required to be at the CAP meeting. Mrs. Bell also asked about the possibility of another budget meeting, and Mr. Ramsey said he will schedule as many budget meetings as are needed. Mrs. Bell asked about a dollar amount spent on substitutes each year. Mr. Lee said he believes the cost for sub teachers is between \$4 and \$4.5 million; but, he will confirm and provide definitive information. Mrs. Bell said if you have 30 great teachers, is it possible for each school to hire a certain number of sub teachers for a school to use every day? Mr. Lee said if they are there fulltime as a pool of subs, the IRS could consider them fulltime employees. She also asked if the rural routes are outsourced, will the rural children be taken to the magnet schools? Mr. Lee said he is not familiar with how the routes will work and will follow up. Mrs. Bell said she would like to know what kind of savings we could expect as well as the number of students in the rural areas that attend the magnet schools. Regarding "blocking", Mrs. Bell said she wants the same for all high schools, and she also reminded everyone about the news today that Course Choice was declared unconstitutional. Mr. Abrams explained that it will only not be paid to a private provider; however, a public school system can continue to provide Course Choice.

Mr. Riall asked Mr. Lee about the difference in the reduction in staffing (one number is 197 regular teachers and another is 151). Mr. Lee explained that is because of the change in enrollment numbers from last year to this year, there would be a reduction of 45 without the proposed changes. Mr. Riall asked for confirmation that these reductions can be addressed through attrition and staff confirmed that is correct. Mr. Riall asked about rural transportation and the areas being referenced, and staff responded North Caddo Parish. Mr. Riall asked if an outsource company would use the District's facility in Vivian or would Caddo staff it. Mr. Woolfolk said staff has only had preliminary discussions and they are flexible and can use our garage and mechanics or they can take it over 100%, and these are only a couple of options. The most expensive would be for the company to take over everything and the least expensive would be to use our facility, our buses and our mechanics. While there is a need for many more discussions, Mr. Woolfolk stated that staff did not want to continue the discussions unless it is something the Board is palatable with doing.

Mrs. Armstrong asked about staffing and if we are staffing, don't we pay benefits and retirements; and if the outsource company is staffing, Caddo does not have to pay benefits and retirements. She asked for additional detailed information on this. Mr. Woolfolk said staff will provide additional information; however, it is believed the District would experience approximately 15% reduction in expenditures to provide this service.

There being no additional discussion, the budget work session adjourned at approximately 4:15 p.m.

May 7, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, May 7, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Bonita Crawford led the prayer and Pledge of Allegiance.

PRESENTATIONS

Update on Magnolia Charter School. Ann Stokes, president of the Shreveport Charter Foundation Board of Directors, trustee and president of the Magnolia School of Excellence, introduced the following board members: Melva Turner-Williams, Zazell Dudley, Keith Hanson, Dr. Ernest Lampkins, Cynthia Peatross, Dr. Phillip Rozeman and Delano Wilson. She also introduced Mr. Richard Page, Charter Schools USA education provider and vice president of business affairs. Mr. Page shared that they worked with a governing board to prepare the information presented to the CPSB. Mr. Page reminded everyone that Magnolia is a Type 1 charter school authorized by the CPSB which means it is open to all Caddo Parish students. He reported the facility will open for K-8 grade students, with K-6 grade students this year. He added there should be approximately 660 students the first year (K-6), they will open the 7th grade the following year, followed by the 8th grade, and have 860 students when at full capacity. If a high school is built in the future, he announced it will be a different location and facility. Mr. Page explained that the charter school enrollment process is open enrollment, and during open enrollment on January 15 through March 15 they received 865 applications and they are still receiving applications today for a total of 1,172 applications. After March 15, they conducted a lottery based on the 865 applications received during the enrollment window of January 15 through March 15. He explained that in the State of Louisiana the law states they must identify students who are at-risk (and it was self declared on the application) and they get first in. The remaining applicants in the pool are then offered a space in the school based on the other preference criteria until they reach 660 (number of seats available). When applicants are offered a seat, they have one week to respond if they do or do not accept; and then they continue down the wait list until they fill the number of seats. In going through this process, he said seats were offered to every applicant in the original 865 enrollment window and there is a waiting list of those who applied after the open enrollment period. He further explained that the initial application is one page with very limited information since by law they are not allowed to ask information such as race, special education status, etc. Once an applicant accepts the offer, they are then given a registration packet; and in working with the District staff, they today provided all the names and addresses of the 660 accepted students. Mr. Page also shared enrollment by grade level, noting that every seat is filled; and the information on the students declared at-risk is from information pulled from the application, and 61% of the 1172 applications declared the at-risk status. Also, of the 660 accepted students, 400 (61%) are currently listed in the data base as being in the at-risk category.

Mr. Page also emphasized that as the school continues in this process, registration information is still required and there will be times when some will change their minds and not complete the process. When this happens, they will go to the waiting list and offer the vacant seat to the next in line on that list. At this time, he reported they are confident they will have the 660 students and can provide a more detailed profile at the start of school. Having marketed the new school widely and broadly, he reported to the Board that they believe the applicant pool is very evenly distributed across the community. He also stated that the new facility is on the timeline target date for the opening of school. Mr. Page also addressed the parent pickup process and began by announcing bus transportation will not be provided, thus the parents will bring the children.

Knowing there will be some problems, he added they try very hard to meet parents needs for after school programs and they will provide explicit instructions for parents dropping off their students. With this being the first school and the first Type 1 Charter in Caddo, Mr. Page said they have been very impressed with the work and collaboration seen in working with the staff and they are very appreciative of the opportunity to do this together and make the partnership successful.

He noted they have based their working relationship from a template provided and highlighted the many items that they must comply with and submit to the local district to indicate the progress; and they will also be using the JPams System for reporting enrollment and student information. He also reported that he is aware that this school is a part of the local system and they understand that it is essential for the data needed by the local district to be able to report for funding and compliance reports and they will provide it through the system as any other school. He also reported they have their own proprietary student information system that their teachers and parents will use, so they will essentially be running two systems. A mid year report will also be submitted to the School Board as an update on where their school is in accordance with the contract as well as an annual report that will be submitted to the Board and community. The annual operating budget will be submitted to the CPSB in July following ratification by Magnolia's chartering board in June. Mr. Page also explained that Magnolia Charter is also subject to an annual independent audit and the board will hire an independent accounting firm to conduct a full audit which will be provided to the CPSB.

Lastly, Mr. Page announced Pamela Barker was hired as the inaugural principal for the school.

Mr. Rachal asked for clarification on the applicants (865), and Mr. Page clarified the number received during the initial open enrollment window and the total number of applications received. Mr. Rachal asked Mr. Page for clarification on what is being done to verify the at-risk students? Mr. Page explained that the more important verification process is the address, because students must be a Caddo Parish resident to attend this school; and they can't stop them from applying, but they attempt to validate address and at-risk status and hopefully from the information provided they can validate them the same as any other school. He said they also use the forms provided through the formal Federal certification program, and they will meet with them. Mr. Rachal asked about the percentage of applicants that were not considered at-risk? Mr. Page responded that of the applications received, 61% checked the box at-risk and 39% did not. Mr. Rachal asked of the 61%, how many of those were determined to be not at-risk? Mr. Page said they do not have that information at this time. Relative to the check list provided to the charter schools, Mr. Rachal asked about receiving a copy of this information. Mr. Page said they can provide a copy to him.

Miss Green asked why does the organization not provide transportation? Mr. Page explained that the first year is pretty much pulling everything together and assuring that the budget can support it because the money comes from the operating budget, a source that most charters do not get. He added it is a challenge to add this in and they do provide some transportation in some charter schools. At the end of the year, he added they will sit down with the Board to determine whether or not they will provide transportation. Miss Green asked how far along is the building construction, and Mr. Page reported that weekly reports from the construction company indicate everything is on schedule.

Miss Green asked if this charter school is under the CPSB umbrella. Mr. Abrams highlighted that as a school board we chartered the school and received information from the school relative to their meeting the requirements of the contract; and the board makes the decision if it will renew the charter at such time the contract is up for renewal. He explained that the school is governed by a separate board, and the contract spells out the reporting; and the purpose for today's reporting is the CPSB had three questions – (1) progress on the opening, (2) meetings

regarding enrollment and the effects it has on Caddo Parish Schools' enrollment, and (3) percentages of the enrollment toward meeting the goals. He added the contract does not provide that this report must be done to the Board. Mr. Ramsey said the other question was if the school would be a K-8, and he believes all the questions were answered in the brochure.

Miss Green asked Mr. Abrams if she understands correctly that the charter school does not have to report to the CPSB? Mr. Abrams said that is not what he said, but that if the Board looks at the contract, it states written reports will provide information to the Board so they do not have to appear before the Board in person.

Mr. Ramsey expressed appreciation for the report and announced that the Magnolia Charter representatives have agreed to present a written report and any information requested which can go through Mr. Woolfolk relative to operations and Mr. Lee relative to finances. Mrs. Crawley and Mr. Hooks asked for a point of understanding relative to the purpose of stopping the discussion since the work session is for discussing these items. He stated he doesn't remember being given a timeline when he became a board member, and he can't represent District 5 if he is not allowed to ask his questions. Mrs. Crawley moved to allow these questions to be asked. Mr. Ramsey said there is no motion, and Mrs. Crawley said the Board can override the President's ruling. Mr. Abrams reminded Mrs. Crawley that she is not a member of the executive committee so she cannot make a motion. Mr. Ramsey reminded everyone this is an executive committee meeting and the presentations are given for the Board's information. Mr. Hooks asked how much voice does Caddo have with the charter school? Mr. Ramsey said the line of discussion cannot be continued, and Mr. Hooks told President Ramsey he is out of order. Ms. Priest suggested that since this is the executive committee meeting and there are questions Board members have regarding the charter school, maybe a list of questions could be submitted and a response provided to the Board. Mr. Hooks said he has requested information in the past and he is still looking for answers.

Red River Waterways Grant. Donna Vishnefski, Caddo's education coordinator to SciPort, introduced Ken Latin, director of operations and visitors services at SciPort, and reported they are before the Board to announce Louisiana Science Center in Shreveport being awarded \$51,220 from the Red River Waterway Commission. She explained this Title 1 grant is for 4th grade students in Caddo as well as six additional parishes. Riverworks Discovery allows all Caddo Parish Title 1 4th grade students, teachers and chaperones to visit the science center for free, including funds for transportation and admission to SciPort's exhibits and the Riverworks Travel Exhibit which is designed to teach the importance of commerce, culture and conservation of America's inland waterways. She also highlighted additional opportunities for students through this grant. Ms. Priest commented how pleased the SciPort board is to offer these activities and opportunities for the students through this grant and partnership. Mrs. Armstrong asked if the program is available to other Caddo Parish schools and Ms. Vishnefski responded it is available to any Caddo Parish school that would like to experience it, but the funding is restricted to Title 1 schools/students. Mr. Riall asked for clarification of what is a watershed, and Ms. Vishnefski explained it is basically an area where any pollution, anything put into the environment, will wash into the waterway (and in this case the Red River). This grant has been restricted to those parishes in which the Red River flows through because those are the watershed for the Red River.

CAP (Corrective Action Plan) Update. Dr. Rob March stated that under the Corrective Action Plan agreement he is to provide the Board an annual update and explained to the Board what will happen upon the exit of CAP. He announced there is a team in town from the Louisiana Department of Education to visit schools; and explained what the expectations will be once the CAP has ended and the process to follow in order to avoid getting back under the CAP. Dr. March recapped the history of the CAP when a complaint was filed by the Southern Poverty Law Center on behalf of a group of parents and investigated by the Louisiana Department of

Education, and when it was learned that the complaint was valid, an agreement was entered into to hopefully remedy the problem and issue semi-annual reports to the Louisiana Department of Education, the Parish and to the petitioners. In terms of the timeline, Dr. March stated that 30 schools were identified as being non compliant in specific areas; and today, that number is down to four schools. While a couple of those schools will not meet the marks agreed upon, it is still being recommended for them to exit the CAP.

Dr. March also stated that in coming into this CAP, they knew the following four groups of children were most vulnerable in terms of complaints: (1) students in poverty, (2) students with disabilities who were weak academically and were most vulnerable to being suspended or expelled (3) the mobility rate, and (4) African American males' suspension rate. In terms of exiting the CAP, Dr. March stated that a full compliance is needed with some basic structural laws that have to do with functional behavioral assessments, BIP, and FAPE. While Caddo Parish has put policies in place to address these issues, it also has a strong team of instructional specialists through the Special Education Department and Behavior Interventionists; and he believes the team in place now is a solid one. Dr. March also reported on demonstration of successful implementation of the data management system making sure JPams was working, checking how the data was being entered, and random reviews of data to make sure they matched with what was being reported to the State Department.

He also briefly explained the difference in percentages at the elementary and secondary schools as it relates to the suspension/expulsion numbers/percentages, and shared some of the success stories in Caddo's schools to decrease these numbers.

In terms of exiting, Dr. March reported they will make a recommendation to the State Department of Education that Caddo be exited from the CAP, and the steps that must take place for this to happen include (1) Department of Education representatives will visit Southwood, Keithville and Queensborough and their successes, (2) the petitioner visited Green Oaks and Alexander and was very impressed with what he saw and that Caddo is ready to exit the CAP, and (3) end of year report following schools' deadline to enter information for submission to the State Department.

He also said he will recommend that what he started in presenting data on a regular basis that the Board continues to receive this information quarterly and that it is made a part of the school system's institution. Because of the sophisticated data system in Caddo, Dr. March noted it can do a lot and the Board will be able to make some good decisions based on the data provided. Regarding the mobility rates, he noted some of the schools with high percentage of mobility and stated the importance of knowing how to address this through the school and the school's expectations. Dr. March reported that a final report will be submitted to the State Department in a meeting in Baton Rouge; and he expects the letter between the State Department and the Petitioners to be signed allowing exit from the Corrective Action Plan.

Mrs. Crawley asked Dr. March for his suggestions regarding the mobility, and Dr. March stated that he met with Dr. Barzanna White about teaching the hidden curriculum, which is social behavior, organizational skills, and self regulation/self management. Mrs. Crawley expressed her appreciation to Dr. March for his patience with the Board.

Mr. Abrams reported that when the plaintiffs attorney attended the last meeting and visited Green Oaks and Alexander, his comments were in his 35 years of being in this business, he has never seen education taking place like he observed at Alexander. Mr. Abrams said it meant something to him before he prepares to retire to see special needs children being educated. Mr. Abrams said he also made it clear that there would be a presentation made at a National Conference about Caddo Parish as a National model in how to use PBIS and get results.

ASPIRE Program. Dr. Brian Salvatore, LSUS, shared with everyone that he has seen a real need to motivate students and show them what is expected which resulted in the development of the ASPIRE Program. Dr. Salvatore noted the importance for the District to be pro-active in how the curriculum will be adapted so students of the future like school and are really learning. He reported that the test base curriculum adopted in this country is something pushed on the local District by the Federal and State government, and High Stakes Testing is not an accurate reflection of what students are capable of doing. Dr. Salvatore expressed the need to look at the reasons why we feel we must go to war against student performance. Noting that he is not satisfied with State Superintendent John White's commitment to public education, Dr. Salvatore stated that as a city, we must take every opportunity possible to hold onto what is ours in the public schools. He shared how the ASPIRE (After School Program for Innovation and Respect for Education) Program came to be and how this program was implemented within the school curriculum to teach the children why they need to be more respectful of education. He added that this program is a STEM (Science, Technology, Engineering, Mathematics) after-school program in grades 7-12 with a lot of teamwork. Because the students in the program want to be in the program, discipline is very limited, and he noted the schools that participate in this foundation-supported program that is administered by LSU Shreveport.

Dr. Salvatore shared how project-based learning is able to bring out the multiple intelligences and the different strengths for each child better than a teacher and how technology is used today rather than spending hours in the library. He added there is a need for an educator to be a motivator, a coach and a facilitator to make learning an enjoyable experience for all children. He quoted the old Chinese proverb *"Tell me, I will forget," "Show me, I may remember," "Involve me, and I will understand."* Dr. Salvatore shared examples of projects by which students in this program learn.

Mrs. Armstrong expressed appreciation to Dr. Salvatore for his dedication to Caddo's students and for being a role model they can look up to. She also hopes that this will be an encouragement to others in the community to participate with Caddo's students in similar positive programs.

Update on Superintendent Search. Victor Mainiero shared with the Board a packet of information that included: RFP which included the five phases of the Superintendent Search (Phase 1 [characteristics of next superintendent] and Phase 2 [timeline] completed), finalization of advertising venues, schedule of dates and times for community input meetings, completion of the brochure, and costs for advertising. Additional information included a press conference on Monday, May 13th, to announce the position and meetings for the community input from all stakeholders, which will be scheduled for Monday through Wednesday, June 3rd – 6th.

Mr. Mainiero also reported that the Board approved a \$2,000 budget for advertising the position and highlighted the cost for advertising in some of the major publications, which exceeds the \$2,000. Mr. Ramsey added that NSBA and LSBA should be added to the list, and Mr. Rachal asked if the Board needs to adjust the budget for advertising. Mr. Rachal also inquired about the size of the ad for \$1,500, and the distribution level. Mr. Mainiero responded he will verify additional information and report back to the Board. Mr. Lee verified that \$35,800 was placed in the budget for the Superintendent Search, \$26,500 for the contract with McPherson and Jacobson and the remainder for advertising and additional expenditures. Mr. Riall asked if EdWeek is a McPherson and Jacobson recommendation, and Mr. Mainiero confirmed that is what was sent to him today.

Mrs. Bell asked that we also advertise in the *Shreveport Sun* and *Caddo Citizen*. Ms. Trammel agreed with adding these two venues, as did Mr. Hooks.

Mr. Rachal asked if the recommendations being made will come back to the Board to approve, and Mr. Ramsey responded he believes that is correct.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MAY 21, 2013 CPSB MEETING

Superintendent Dawkins highlighted the items for the Board's consideration at the May 21, 2013 CPSB meeting and the following discussion ensued.

ADDITIONS TO AGENDA

Mr. Abrams requested that *Revisions to CPSB Policy IDDF* be added. Mrs. Crawley asked that *Selection of Board President* be added. Mr. Riall asked that *M and M Transfers allowed to play sports* be added. Mr. Ramsey stated he remembers this was referred to the policy review committee, and Dr. Dawkins responded that he will follow up. Mrs. Bell asked that an item be added relative to *Additional Information on the Magnolia Charter School*. Mr. Ramsey interjected that he has talked to Mr. Abrams and he will call a special meeting for him to address the Board's concerns and the School Board's role in this charter. Mrs. Bell asked if the Board member's can receive a copy of the contract with Magnolia Charter. Mr. Ramsey stated that if there is no backup information for the *Selection of Board President*, he will not add it to the agenda. Mrs. Crawley said she believes she can do it and it is a simple process. She also asked, relative to questions about the Magnolia Charter, if the Board members could give their questions to the Board president to ask. Mr. Ramsey said he will commit to do that when the special session is called; and he further explained that they will present a written report at the end of each semester, and they have agreed to answer any questions we ask. Mr. Ramsey also stated he will further discuss this with Mr. Abrams for the special called meeting. Ms. Priest called for a point of order and that the items on the agenda should be discussed first and then items added.

Purchasing. Mr. Hooks asked for additional information on recapping the tires, and Mr. Graham explained that this is for recapping tires over the year. Mr. Hooks asked how many miles can you get from a recapped tire, and Mr. Graham responded he will have to get that information from Mr. Jones. Mr. Hooks shared his experience of recapped tires not lasting as long. Mr. Riall asked if these are for trucks and not school buses and Mr. Graham said that is correct. Mr. Hooks stated that the attorney explained that is all they put on the trucks now.

West Shreveport Conversion to Student Service Center. Mr. Rachal asked if this conversion has gone through the Long Range Planning Committee, the Budget Committee before spending \$2.65 million, because he has not seen any information on how this fits in the plans, and he would like to see this postponed until work on the budget is complete and additional information received. Dr. Dawkins said the decision is certainly at the Board's pleasure; however, since his first year in Caddo, the Board has asked to sell Building 6 and use another available Caddo facility. He further explained that staff has provided information on this comprehensive center to serve parents and students, and it is a budget neutral proposal with the sale of Building 6. Mr. Rachal said everyone knew we would be selling Building 6, but asked if the building is currently under contract? Dr. Dawkins referenced the presentation made to the Board approximately one month ago, and Mr. Rachal reiterated in going through the budget process, he would like to see this postponed. Mr. Rachal asked if Building 6 is under contract or has it been put out for bid? Mr. White responded that an appraisal has been done on Building 6 and is one of the reasons staff is coming back to the Board, and the appraisal is \$2.23 million with the caveat that if we repaired the parking lot, we could get up to an additional \$350,000. At this time, he is looking at the cost to repair the parking lot. Mr. Rachal reiterated he does not believe we should do this until we have the money in hand, and he would like to see it postponed until the building is sold.

Mrs. Bell stated she disagrees because the Board asked for this central location for these services, and she believes the Board should support this. Ms. Priest also stated her disagreement to postpone this item because the presentation was made, and the Board had the opportunity to ask questions so the Board needs to move forward in providing this central location for these services. Mr. Riall asked if we have started the implementation of this, and Mr. White said no, except for preliminary plans to make sure renovation would allow ample space for all the departments involved. Mr. Riall asked if it is currently vacant, and Mr. White responded it is and at this time windows are not boarded up, but there is evidence of recent breakins.

Mr. Pierson agreed with Board members that there is no reason not to move forward. Mr. Ramsey again stated that this is not the time to debate the agenda item, but to only ask questions. Ms. Trammel asked if this is a General Fund Budget item, and Mr. White explained that this expenditure would be from Capital Projects.

Mr. Rachal asked where will the money come from in the meantime when the Capital Projects funds are already budgeted for other projects and the building has not sold? Mr. White explained that it can come from the cash flow or Capital Projects reserve fund. Mr. Rachal asked if he understands that we are spending money we do not have, and Mr. White responded that is a fair assessment. Mr. Rachal reminded everyone that the last piece of property put out for bid had no takers until the price was drastically reduced, and Mr. White stated the last property the District sold was Laurel Street and we did receive appraised value for it. Mr. Rachal asked wasn't the original appraised value much higher than the \$300,000 the property sold for? Tim Graham stated that the original appraised value for Laurel Street was \$855,000, and explained we did have takers, but they knew the State law relative to the bid process and they held out until the price dropped. Mr. Rachal added the same thing is possible for Building 6. Dr. Dawkins interjected that Laurel Street was a school, and this is a commercial building. Mr. Rachal again stated we are spending money we do not have yet, and Mr. White confirmed we have not received monies from the sale of Building 6.

Ms. Trammel stated she believes Building 6 and its location would be favorable for resale, and staff confirmed the appraiser reported it appears to be a very favorable piece of property for resale.

Mr. Hooks asked when will we receive the funds, and Mr. White responded he cannot provide an exact date, because the property must first sell. Mr. Hooks asked for verification that the funds from the sale of Building 6 will be used for the West Shreveport renovation, and Mr. White said it is his understanding from the Board not to leave abandoned schools in the neighborhood and this would fulfill that obligation.

Mrs. Bell asked Mr. Lee to clarify the interim funding for this project, and Mr. Lee explained that all funds except for some investments are available through one checking account and there are ample funds in that account so there will not be a cash flow problem. He also stated he is looking at the Capital Projects reserve if funds are needed prior to the sale of Building 6, which he will provide to the Board.

Mrs. Crawford asked if any other projects will be delayed or bumped in order to do this, and Mr. White said it will not, because staff was instructed to make this project budget neutral and not come from the \$18 million projects presented to the Board each year, but funded strictly from the sale of Building 6.

Mrs. Crawley asked if staff feels comfortable in moving forward even if Building 6 does not sell immediately, and if there are any emergency capital projects would there be a problem in taking care of them. Mr. White explained that every year a contingency amount in capital projects is planned for emergencies, added costs in projects between the bid and actual construction, etc.

and the District has always been able to address these issues through Capital Projects without having to come back to the Board for General Fund dollars. However, he added that if a tornado were to completely destroy a school, there would not be ample dollars in the reserve to address that loss from capital projects.

Miss Green asked if staff can reassure her that there is ample space for all the departments that are to be relocated to the renovated West Shreveport. Mr. White explained staff has met with all the departments about this, and there is some collaboration of space in some areas (meeting rooms), but all believe there is ample space. Miss Green stated her support of this project.

Mr. Hooks said he believes the Board is being told that the people need to move out of Building 6 before we will be able to sell it. Mr. White responded that he is a builder and not a real estate person, but he believes it would be easier to sell if the building were empty. Mr. Hooks said he believes we need to move forward.

Agreement with Housing Authority on Lease of Oak Park Property. Mr. Rachal asked how much money has been spent on Oak Park in the past 3-5 years? Mr. White responded an A/C upgrade was completed, a new roof over the office building and cafeteria, a new canopy, and staff held off on the technology upgrades since it would no longer be in use; and he will verify any additional dollars spent at Oak Park and provide him the information. Mr. Rachal asked if he understands we will lease this building for a total of \$1 per year, because he is trying to determine how many years at \$1 per year would it take to get back the money invested in the facility. Mr. Woolfolk explained that the project included tearing down Oak Park because a commitment was made that we would not leave a vacant building in a neighborhood. Short of tearing down the building and the District being responsible for maintaining the grass for the next 99 years, staff talked with the City about any interest in using the facility. SPAR was not interested, but the Housing Authority was interested if the building was torn down. It was agreed that the building would be torn down, the Housing Authority would maintain the green space and the District would no longer have any responsibility for the property. A hold harmless agreement would be also be in place that all responsibility would go to the Housing Authority, and we would accomplish not leaving a vacant building in the neighborhood, and the vacant field would be maintained by the Housing Authority. Mr. Rachal asked if understands correctly that we will pursue tearing down the building and lease green space, and Mr. Woolfolk said that is correct. Mr. Rachal asked how much is the property worth, do we have an appraisal on the land alone? Dr. Dawkins interjected that we will be leaving the library and the cafetorium. Mr. Rachal asked if an appraisal was done to determine if we could actually sell the property?

Miss Green stated her agreement with Board member Rachal and the lease for \$1 and she will visit with staff further to get a more clear understanding. Mr. Woolfolk explained that it was not recommended to put this property out for bid and someone buy it and not be able to maintain it, which would result in a deterioration of the property in the neighborhood, and they believe the Housing Authority did have the ability to buy into the neighborhood along with the resources to maintain the facility. When discussions were held, it was determined it would be better to lease to the Housing Authority than try to sell it. He said the 99 years is the typical lease for someone short of selling the property to someone. Miss Green asked if there are any additional properties that are used in the same way, and Mr. Woolfolk noted examples, i.e. Worley Observatory, was leased to us under a similar action.

Ms. Priest reminded the Board that when it approved the cost for this project.... Mr. Rachal called for a Point of Order and that the Board was instructed not to debate these items, but to only ask questions. Ms. Priest asked about the cost for entering into a perpetual 99 year lease with the Housing Authority and is it not customary for public bodies to do with other governmental entities. Mr. Abrams said that is correct and the intent here is they needed a 99-year lease for the plans they have for this property to use a portion of the property and that this is

a triple net lease where we have no responsibility at all. The intent was to have it leased before it became vacant so as to hopefully avoid from having the property destroyed. The agreement also includes the Housing Authority must provide proof of insurance; and if the District needs it back, there are provisions for that to happen, as well as limitations as to how the property can be used.

Ms. Priest continued by asking if the District saves money as it relates to securing this building with it being partially demolished and partially occupied by a quasi governmental body? Mr. White explained his understanding that the Housing Authority, under the lease agreement, is solely responsible and we would have no expenditures relative to security for this building. Ms. Priest asked if the CPSB approve demolishing this building? Mr. White said the Board made a commitment to the public not to leave abandoned structures in neighborhoods. Ms. Priest asked if the 99-year lease cost the District any money to maintain the grounds left vacant by the demolishing of the building? Mr. White stated his understanding that the Housing Authority will be responsible for all maintenance of the grounds and buildings. Ms. Priest asked if the School District will be required to retain insurance on the vacated building, portions of the building remaining, etc? Mr. Woolfolk explained that the property is leased to the Housing Authority and the District is self-insured through Risk Management. Ms. Priest asked if the Caddo District saves money or will it have a cost relative to the utilities being retained intact? Mr. White responded that we would possibly leave water on in the building, and some electricity for future inspections; and it is his understanding the lease agreement states the Housing Authority under the City of Shreveport will pay for the utilities. Ms. Priest asked about any cost to the District, and Mr. White explained only fees for putting together the lease.

Mr. Pierson asked if the occupants of the facility can sell or in any way dispose of the property without CPSB permission? Mr. White said they do not have the right to do so, and the property still belongs to Caddo Parish. Mr. Riall explained that the answers to almost every question asked are included in the lease information posted on Board Docs. He also asked about the cost to demolish the building? Mr. White responded that at this point he does not have an exact number; because it has yet to be determined exactly what all will be torn down. The question was raised relative to asbestos in the building, and Mr. White stated while he is sure there is some, this type information will come to the Board. Mr. Riall asked Mr. White to give him a ballpark amount for tearing down all but one finger wing, cafetorium, and library, and Mr. White indicated approximately \$40,000-\$50,000.

Mrs. Armstrong asked if the Housing Authority has been approached to cover the cost of demolition, and Mr. White said not to his knowledge. Mrs. Armstrong stated she believes this is something that needs to be looked at, and asked if the improvements made to the building can be salvaged for use in other buildings. Mr. White said it can as it is in other construction projects. Because there is no current use for the air condition units, the plan is to make sure they are working and offload them to the warehouse for use as present units need to be replaced. Dr. Dawkins stated he believes the demolition cost is included in the project cost. Mrs. Armstrong stated she has no problem with the project, but she does have concern over salvaging our investment in the facility and her concern over the cost of demolition, especially when looking at the investment made into Oak Park. She asked staff to research and determine if the cost of demolition can be covered by the Housing Authority.

Mrs. Bell noted the property located behind her residence in which the Parish Commission has a lease agreement for 99 years. Mr. White responded he does not doubt Mrs. Bell's word, but he has been unable to locate any documentation.

Mrs. Crawley stated her agreement that the Housing Authority should have been the ones to request any changes, and she remembers when discussing the tearing down of Rodessa, and while it may be because of asbestos, etc., but for years we could not tear it down. She asked for

more concrete numbers so we know how much will be coming from the Capital Projects budget before moving forward.

Mr. Rachal asked if the purpose of the Caddo Parish School Board is to rent out property for 99 years or to be in the rental business? Dr. Dawkins responded the preference is not to be in the rental business at all. Mr. Rachal asked about the current market value of the property? Mr. Woolfolk explained that as work on the project began, the position was the property was worth zero because the District was going to demolish the property so we did not leave a dilapidated building in the neighborhood. If the District did demolish the property and leave only the green area, it would still own the property and would be responsible for maintaining the property. Mr. Rachal asked if the plans were for us to maintain the property for 99 years? Mr. Woolfolk responded that what he has experienced is if you own property, the City will force you to cut the grass; however, that may not be the case here, but he believes that would be true to be a good neighbor. When the Housing Authority said they could use the property, staff believed this might be a good deal, because we could save some money in maintaining the property. Mr. Rachal asked Mr. White if the School Board needs all the funds it can possibly get right now? Mr. White responded he doesn't know anyone who would say they couldn't use more funds. Mr. Rachal asked if anyone knows how much we could get for this property if we sold it? Mr. White responded he does not know. Mr. Rachal asked Mr. White if he could use some additional funds in the capital projects to offset some of the additional costs, and Mr. White responded absolutely.

Ms. Priest asked the Superintendent and Mr. White if the Board approved this project for approximately \$3.9 or \$4. Million which included the renovations of the old Bethune campus as well as the demolition cost at the existing Oak Park campus? Mr. White said he believes that is correct. Ms. Priest asked the Board Attorney if the question being discussed is whether or not the Board wishes to enter into a lease agreement and not whether or not we will demolish the structure or portions thereof, because it has already been approved. She asked if the question today is whether or not the District wishes to enter into an agreement with the Housing Authority. Mr. Abrams responded that the agenda item is whether or not to approve the long-term use of Oak Park. He added if the decision was made to demolish the entire facility, it has been made; and the law provides for governmental entities to use properties together for the public's benefit, which is what this action will do. Ms. Priest asked if in approving the \$4 million for this project, did the Board approve proposed improvements for the vacated property?

Mr. Riall noted the approval of funds for demolition of the entire structure, and he asked for an estimate for selling a clean piece of property in this area? Mr. White indicated he does not know what the property would appraise for.

Facility Usage – Hamilton Terrace. Mr. Riall asked if the Rescue Mission made contact with School Board staff about use of Hamilton Terrace, and Mr. Woolfolk reported that they came to look at it and one of the problems was vandals stole the air conditioners from the top of the building and the gymnasium is the only portion of the building with air conditioning. He also stated that another meeting was held with them to report the air conditioners were not available, and this request is for a basketball team through the month of July. Mr. Pierson asked if the gymnasium allows for access to the remainder of the building and Mr. Woolfolk reported that doors have been put into place that do not allow access to the remainder of the building. Mr. Woolfolk also stated that if the Rescue Mission rented the building, the District would not lease out the remainder or any portion of the building.

CPSB Student ID Badge Committee Recommendation. Dottie Bell reported the committee met and is recommending that the District set up and maintain a centralized printing station for ID badges. She said this station can be utilized by any school needing to print badges, and the cost to the District is approximately \$25,820. Roy Murry stated that Kathy Gallant has donated space in the Professional Development Center to use as the central printing station.

Recommendation from Audit Committee on Accounts Payable Department Internal Audit.

Mr. Riall reported on the recommendation of the CPSB Audit Committee that the CPSB accept the internal audit of the Accounts Payable Department and to implement the recommendations of the Internal Auditor with a follow-up review of the recommendations within 120 days.

Mrs. Crawford asked the Board President to appoint a committee to look at the Maternity Leave policy. Mr. Ramsey referred this item to the Long-Term Planning Committee.

Mrs. Bell asked for more information on HB696 which deals with not being able to suspend students regardless of what they do. Mrs. Bell asked if it is possible for the Board to consider a resolution regarding legislative matters. He encouraged Mrs. Bell to get with Ms. Priest about follow up on this item.

Mr. Pierson asked Mr. Lee to bring the Board information on Spring sports payments. Mr. Ramsey asked the Superintendent to bring the board information on this issue.

PROPOSED CONSENT AGENDA ITEMS

President Ramsey proposed the following items as the consent agenda: 7.01, 8.01, 8.05-8.08, 8.10, and 8.12-8.15. *Mr. Pierson moved, seconded by Mrs. Crawford, approval of the proposed agenda and consent agenda for the May 21, 2013, CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, expressed appreciation to Mr. Pierson for bringing up the Spring athletics, to Mrs. Crawford for bringing up policy revisions relative to maternity leave, and her concern that one of the employees reported to her that she heard in their faculty meeting that every high school is to lay off 14 teachers. Additionally, she said teachers were told that anyone who put in for a transfer would be the first to go. She asked administration to reiterate to the schools that this is not what administration said, and this is why she has asked to be included in such decisions (because she is asked to respond to certain issues that she has no knowledge of). She also encouraged the Board to begin another Internship Program because of the need to have professionals in the schools. Mrs. Lansdale also reminded Board members that the Most Improved Student Banquet is Thursday, May 9th at 6:00 p.m., at Southwood High.

Mr. Ramsey asked Superintendent Dawkins to address the comments and issues that principals make.

Adjournment. Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:30 p.m.

May 14, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 3:30 p.m. on Tuesday, May 14, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Reginald Abrams. Mr. Ramsey led the prayer and Pledge of Allegiance.

Jim Lee shared with the Board the revisions made to the proposed budget since the last work session and highlighted the increased revenue projections of \$2 million and the decreased expenditures to bring the \$21 million deficit down to approximately \$3 million and an undesignated balance of approximately \$18 million. He explained that the changes in the revenue were discussed at the last budget work session, and the proposed decreased expenditures would require a board change in the staffing formula, as well as staffing changes that are non school based and do not require a change in policy which would result in a total of approximately \$16 million. Mr. Lee reminded the Board of the numbers reported at the last budget work session and that the proposed changes that represent a change in the staffing formula was \$10 million plus. This recommendation eliminated block scheduling and returning to a seven-day schedule; however, the recommendation now is a modified version of the block schedule which will modify fewer teachers than the full blown block schedule. He added that in the current block schedule teachers teach six blocks a day and in the proposed modified block schedule, teachers would teach seven blocks (4 blocks one day and 3 blocks one day), which means if each teacher can teach one more block, it would eliminate the need for as many teachers, and this is the biggest reduction proposed. Relative to staffing formula changes, Mr. Lee explained that K-1 would eliminate the hard coded 22:1, which saves 29 positions; no change at 2nd and 3rd grade; add 1 to the formula at 4th and 5th grade (which reduces 9 positions); no changes at the middle school; and at high school we would retain the modified block at a reduced staffing from the current block. All these revisions represent 107 positions (which can be done through attrition), and approximately \$7.5 million in savings. He also presented a list of non-formula reductions in special education teachers based on Human Resources' discussion with the Special Education Department; reduction of four instructional supervisors at Central Office; reduction in vocational staffing; clerical positions; temporary positions in Human Resources; increase Instructional Specialists from 5 to 14; M & S; school consolidations if the Board wishes; savings in Workers Comp since it is outsourced, outsourcing rural transportation all of which comes to a total of approximately \$8.7 million (which was \$6 million when presented at the last budget work session).

Mrs. Armstrong asked about the massive reduction in Special Education Instructional Coordinators and her concern because of what they do. Mr. Lee explained that these positions are not directly assigned to a school on a daily basis, and are not the ones assigned to schools, but are located at Building 6. It has been recommended these could move into a Special Education teaching position. Mrs. Armstrong asked if their salaries remain the same? Mr. Lee explained that if they are not on the teachers' salary schedule, they would remain the same until they catch up with the salary schedule. Mrs. Armstrong asked who will handle the responsibilities/load of these positions? Dr. Lockett explained that the Special Education Budget (IDEA and Federal funds) was significantly cut, and the initial plan was 12 positions would be paid from her budget and retain four. When looking to see if the General Fund could pay for the 12, but General Fund is in a deficit. She noted the need to have instructional specialists carried over into the General Fund, because they are responsible for the IEPs, Compliance, and making sure these things go forward. Her budget will not allow her to pay for any additional positions because of the need to use the Federal money for school materials and supplies, and services for special education is why she had to make a reduction through IDEA. She further explained that IDEA had 12 and General Fund had 14 and the original recommendation was to eliminate 5

positions, but because of the budget constraints, the Board is being asked to consider the possibility of retaining at least 8 positions in the General Fund. Dr. Lockett also explained that for years Caddo had the luxury of having a middle man to take care of IEPs, compliance, behaviors and other supports; but the removal of the instructional specialists will mean that the responsibilities of these positions will fall back on the principals and administrative teams because we still must be 100% compliant, especially as we are exiting the CAP. Mrs. Armstrong stated that just now exiting corrective oversight is one of her concerns, and to cut these positions that have direct oversight over these areas of documentation is a major concern. Dr. Dawkins stated that technology has helped to make a big dent in being able to keep track of the data related to these students allowing it to be done with fewer people.

Ms. Priest asked about the significant number of budgeted clerical positions because with full implementation of technology and the fact that many directors and supervisors type their own letters, etc., she questions the need for this many. Mr. Lee clarified that for Human Resources, the number 19 does not mean there are 19 secretaries in that department, because some of the positions included in that number are retirement benefit specialists, those that run the sub teacher system, data processing programmers, to name a few. Ms. Priest also asked about cross training and if the positions in place are being fully utilized? Dr. Robinson agreed that the 19 clerical in HR includes a varied number of positions; and the Human Resources Division, for example, includes a number of departments, i.e. classified and certified human resources, attendance, homebound, and special services. Relative to cross training, Dr. Robinson explained that with the onset of the new system for payroll and HR, it has not been optional and the department has moved in that direction.

Dr. Dawkins referenced Ms. Priest's comment on technology and assured her that staff continues to look at all the areas, the employees, and who is delivering services to the schools, etc. Ms. Priest stated she believes we need to look at all areas more closely, because a \$3.6 million deficit is still not acceptable to her and she would like to see a balanced budget. She asked the superintendent and staff to look at the areas very closely that could be cut. She also believes there are personnel trained and could serve as subs.

Mrs. Bell asked Dr. Robinson for the requested information on the number of retiring teachers and the number of PL teachers (on certificates). Dr. Robinson responded there are 139 PL's employed and 15 are currently on the termination list; and as of May 14, 2013, there are 157 (3 deceased, 106 teachers and 48 others (administrators, counselors, etc.)). This number does not include the bus drivers. She also referenced instructional supervisors, and if Special Ed has thought about putting all their positions in the schools so that someone who best addresses these areas is closer to those they are providing services to.

Ms. Trammel asked about the instructional supervisors and if these will be handled through attrition and Mr. Lee responded they will or moved back into a classroom position. Ms. Trammel asked how much savings would this reflect. Mr. Lee stated that is what he shared when he mentioned the number of positions we would save, because we are not just eliminating their salaries and benefits, but we would look at the vacant positions we would not fill. Ms. Trammel stated that the Board has looked at almost every department, and asked about the formula for librarians? Ms. Trammel asked if we have looked at the small population schools for possible consolidation? Mr. Lee stated that for a small elementary school, you could see a savings of between \$200,000 and \$300,000 for each school; and you would not see a lot of savings on the certified personnel side, because wherever the students attend, the majority of the teachers will be needed, but you would save the cost of an additional administrative staff.

Dr. Dawkins referenced the last page of the original Vision 2020 document (July 2010) and the suggestions on proposed facility closings and new construction to be used as a baseline at one time. He also noted that the total cost savings over a 3 year period of time were also presented in

the document. He further stated that the recommendation to consolidate schools is not a new one for the Caddo Parish School Board, but it is one that has its own challenges.

Mr. Lee asked about rural transportation and the savings of \$50,000 and if this service is outsourced, he is not seeing any reduction in that cost, and what will those who work in the northern part of Caddo and live there do. Mr. Lee explained that in the preliminary discussions with companies that do this type of work, none of them felt like they could take on the entire district at one time, but wanted to look at a section. Mr. Woolfolk reported that a preliminary discussion has been held with two companies that provide this service. At this time, they too would like to start small and believe the area north of Northwood could possibly be approximately 33 drivers. He said any additional discussion will be based on how this could be accomplished through attrition. Relative to dispatchers, mechanics, etc. they would still absorb them in the Shreveport Garage. He added additional conversation is needed to determine if this project is feasible or not. While \$50,000 is on the low side, approximately \$1 million or \$1.2 million is needed. Mr. Riall stated that until he sees more information, he cannot support this item.

Mr. Riall also asked about meetings between staff and principals in which they were asked to submit ideas and the only idea offered was the \$200 M&S. Mr. Lee responded that much of the discussion with principals revolved around staffing, especially at high school level (giving up an aide or library aide versus a teacher). He further explained that staffing is based on a formula that tries to keep the staffing as fair as possible to all schools, and is why the recommendation was to go to a modified block.

Mrs. Armstrong asked for a list of the schools that will retain instructional specialists for special education (because some go to four or five schools), and she is very concerned there are not enough for filling in the gaps. Mr. Lee explained that when Federal cuts are made, General Fund cannot always pick up and take over, and is why the General Fund cannot pick up the 12 instructional specialists referenced by Dr. Lockett. In Dr. Lockett's decision on positions to eliminate, Mr. Lee said if a position was not as critical for Dr. Lockett to keep, he didn't understand why the General Fund should continue to fund positions that IDEA feels are no longer needed. Mrs. Armstrong asked the superintendent if we are mainstreaming more special education students in the regular classroom? Dr. Dawkins responded that he doesn't have the numbers, but inclusiveness is something the District strives for and continues to look at.

Mrs. Bell stated that she asked for a count of every student in Caddo Parish because of her concern about Huntington's 700 students, because in the up-to-date list provided to her, there are 11 schools that have 400-500 students, 5 schools with 300-400 students and 5 with 100-300 students. When talking about consolidated schools, she asked if consideration has been given to cross teaching as there are teachers who can teach more than one subject? Mr. Lee explained that the 7-12 scenarios are different bell schedules, and he believes it would be difficult for a teacher to teach on two different schedules and still keep the middle school students and high school students segregated. Mrs. Bell said she believes with some changes, it is something that could be done, and that some thought be given to this possibility. Mr. Lee added that is something that would also mean relooking at the staffing formula since the middle school staffing formula is different than the high school formula.

Mr. Rachal asked about information on the benefits and retirement and Mr. Lee's responded that it may be difficult at this time. Mr. Lee explained the District is in the middle of a planning year with Blue Cross and it is difficult, if not impossible, to make major changes in the middle of the plan year. He stated that staff can bring something for the Board's consideration in October; however, it will not affect this budget, but the next year's budget. Mr. Lee explained there are some savings to be recorded if we pass on a little more of the premium cost to the employees, if we reduce benefits the District provides (both of these suggestions would cause us to lose our grandfather status). Because Caddo has such a robust health care plan with the Affordable Care

Act, we are grandfathered in and do not have to offer more benefits than the Federal Government is requiring others to add to their plans. If major changes are made, we could lose our grandfather status; and even though there could come a time where it will not be worth keeping, it could be something the Board wishes to begin thinking about for next year. Mr. Ramsey interjected that these are items that need to be pushed into committee because insurance and retirement are two primary areas that need to be in a long-term review status with the pending changes. Mr. Rachal also noted the importance for the public to understand why this may or may not be addressed at this time. He said it may not be reflected in the current budget, but it will be in the next budget and budgets to come. Randy Watson explained that staff is continually looking at insurance and because we are fully insured, there is a contract to be renewed by the Board once a year. He also reported that this year will be a turning point year for insurance because the next leg of the Affordable Care Act is approaching and we will need to look at many issues that will need to be included, which he is in the process of doing. He added the principle behind the Affordable Care Act is everyone has coverage, and everyone has affordable coverage; so adjusting premiums before getting to the implementation date in 2014 would be contrary. Also, Mr. Watson stated that if we make more than a 5% change to the benefit, we lose our grandfather status and there are numerous benefits we did not have to eliminate. He assured the Board members that staff is looking at all options available and will bring this to the Committee and the Board. He recommended allowing him more time to get more of this together so that when it comes to the Committee, it will address the remainder of the budget year in 2014 and the year following.

Mr. Rachal stated that he doesn't understand the consolidation numbers? Mr. Lee explained that the \$600,000 is for two schools; and Mr. Rachal noted this represents a principal and assistant principal who are gone immediately, as well as security. Mr. Lee reminded him that if there are no positions for the administrative staff members to move into and they do not chose to retire, then it will be important that the District finds a position for them. Mr. Lee said the savings may be more than this, but until someone is ready to tell him which schools they are willing to close, but not knowing which schools this can be, and until he gets more specifics, he cannot offer any further explanation.

Ms. Priest asked about the technology instruction and the cost savings and referenced the 24 Distance Learning courses for high school (currently there are 24), and how all children learn differently. She encouraged everyone to take full advantage of the technology we have to offer. She stated she believes Distance Learning can save us money and offer more courses to students and asked about the possibility to expand this to the middle school level, because these students are learning through technology.

Mrs. Turner explained that the District has tried some Distance Learning courses with schools and it is the schedules between two high schools (the CORE assessment) that seem to cause problems. If the class is even slightly different to the point that the two classes cannot connect, it is a problem; however, staff is continuing to look at ways schools can share Distance Learning courses and resources. Ms. Priest said she believes this is important because of how money can be saved, and she also asked staff to look closely at the staffing formula, but protect the core courses.

Mr. Riall asked Mr. Ramsey to clarify if the rural transportation issue is being referred to committee, and Mr. Ramsey confirmed that is correct. Mr. Riall asked if the Board will be asked to vote on the budget on May 21st? President Ramsey responded that is correct, and since nothing can be done in Transportation the first semester, the Board can relook at this after the Committee has reviewed and presented something to the Board for consideration. Mr. Riall asked about the reduction of 69 teachers in the block schedule and how we can keep block scheduling with this reduction? Jimmy Kennedy explained that the District is currently on an A/B block schedule, each day having four classes, with teachers having a planning period on

each day. Instead of the teachers now teaching six classes over two days, they will teach seven classes over the two days. By teachers picking up an additional class, this is where the savings will be seen.

Mrs. Crawley stated that she has not received any notification of committee meetings and asked for a monthly schedule with the date and time of every budget meeting so every Board member has it. Mr. Ramsey said he can, but since the new process has just begun, he believes the chair should have some flexibility in scheduling these meetings because of the time allowed for staff to gather the information needed. Mrs. Crawley stated her understanding, but she believes if there is a calendar sent to the Board, staff can update the calendar and Board members will always know when the meetings are scheduled, because she doesn't believe anyone would be scheduling a committee meeting the day before. Mr. Abrams explained that there could possibly be a need to call a committee meeting with less than a full week's notice. Mrs. Crawley stated she believes there should be an attempt to do so. Regarding the budget, Mrs. Crawley said the world will not come to an end if the Board does not vote on a budget on Tuesday, and she believes the Board needs additional time to more thoroughly look at the budget. Relative to insurance, Mrs. Crawley stated she believes employees should be vested in insurance before being able to retire as she is aware of instances where someone may be in the system only one or two years and they are able to retire with full insurance benefits for the employee and their spouse for the remainder of their life. Mr. Lee explained this has been discussed and with some work, it can be accomplished; however, with the tendency to grandfather employees in, it would be several years before the District sees any savings. Mrs. Crawley said she believes the time should be five to 10 years; and she understands that those who have already retired with less than five years would not be addressed in this way, but it would be from this time forward. Mrs. Crawley also asked about non-employees on insurance (i.e. spouses) and could there be some revision in this area. Mr. Lee said the premium for those who have beneficiaries is already higher, and Mr. Watson further noted that if an employee only is covered, the District pays 80% of the premium; if there is an employee with one dependent, the District pays 75%; and if a covered employee has two or more dependents, the District pays 70%. He further added that the law will not allow the District to differentiate between two or more dependents. Mr. Watson also stated there is no other plan in the State of Louisiana with a benefit like Caddo's HMO plan where the employee pays a \$250 deductible. He also stated that one of the problems is the State sets the eligibility rules; and because we receive MFP funding, we are required to follow those eligibility rules. Mr. Watson also explained that where the District could have changed before the Affordable Care Act is the percentage the employee pays. Mr. Watson added that some private sector employers say that if a spouse is covered by another plan, the State will not allow the local District to cover them also; and the challenge to the District's employees is we have richer benefits, low employee premiums, and we cover retirees. Mrs. Crawley still questioned how the Board can be asked to approve a budget when they do not have a complete understanding of the changes being suggested, and asked what is the proposed budget? Mr. Lee shared that the Board is being asked to consider tabling rural transportation for now, as well as some consolidations and reduction in sub teachers. Mrs. Crawley asked if these two items are removed, what is the amount being considered by the Board? Mr. Lee responded that if these two items are removed, the estimated ending fund balance will be in the neighborhood of \$17.2 million, and the deficit spending would go from approximately \$3.6 to approximately \$4.2. Mrs. Crawley asked about the fund balance, and Mr. Lee explained that the \$21 million is the beginning fund balance, and the numbers presented represent a \$17.2 million ending fund balance.

Mrs. Bell asked about the reduction in substitute teachers and the \$500,000. Mr. Lee explained that currently approximately \$4 to \$4.5 million is budgeted for substitute teachers; and if we reduce positions, we should not need as many substitutes, thus the reduction of this item by \$500,000. Mrs. Bell also asked about the idea of creating subs on contract and can this be referred to an Ad Hoc committee of the Long-Range Planning Committee to discuss this and

what other districts are doing? Mr. Ramsey indicated he would like to discuss this further with Mrs. Bell. Mrs. Bell referenced pulling the suggestion of consolidation of schools and that she hopes when considering this that if neighborhood schools are consolidated, that it is done in a vacant school in that area similar to J. S. Clark and Oak Park . Mr. Lee responded that would be what staff looks at as opposed to having the expense of moving in temporary buildings to accommodate the number of students.

Miss Green asked if consolidations will be referred to committee, and Mr. Ramsey stated it will be referred to the Long-Range Planning Committee. Miss Green asked if Board members not on the committee can attend? Mr. Ramsey responded that the chairman always recognizes others in attendance for input or questions, but they do not have a vote. Miss Green stated that is one of the reasons she does not appreciate committees. She also asked about staffing and if the 4 x 4 block Southwood implemented several years ago and if it is the same as the seven-hour day. Mrs. Turner responded that the 4 x 4 block did not generate as many credits as the A/B (the one we are doing now).

Mr. Rachal asked to receive a copy of the newest proposed budget instead of the summaries. Relative to the number of budgeted positions and the proposed changes, Mr. Rachal asked about the 107 decrease as a result of changes in the staffing formula and how the numbers were reached. Mr. Lee explained that the enrollments must be determined at each school in order to determine the staffing needed, and then determine the savings from the reductions. Mr. Rachal asked about the reduction in number of students, and Mr. Lee responded that HR has that information which they can provide to the Board members. Regarding special education instructional coordinators, Mr. Rachal asked for clarification of the 14 positions reduced and the current 50 unfilled vacancies and the 10% reduction in the number of teachers. Mr. Lee answered there are two parts, with the first being the reduction of special education teachers as discussed between Special Education and Human Resources. Mr. Rachal also asked about the reduction of the special education instructional specialists, and Mrs. Turner explained that staff is working on these positions for support needed, but they are currently looking at eliminating four positions.

Ms. Trammel stated that a lot of items for savings have been looked at, but she would like to know if someone has looked at merging and consolidating from inside the building. Dr. Dawkins agreed and that Ms. Priest touched on this with the cross-training, and staff is continually looking at how staff can be more efficient in the operation. Ms. Trammel asked if staff sees that jobs can or should be connected, can staff look at these jobs and determine if one employee rather than three can do a specific job? Superintendent Dawkins agreed that this can be done, and there are those that are doing this at the current time.

Mr. Riall asked how many positions are in the current budget that are currently vacant? Mr. Lee said approximately 85 certified positions. Mr. Riall asked how many positions are in the proposed budget, but are not currently filled? Mr. Lee said he cannot give an accurate answer because of the reductions staff is currently looking at, and noted the difficulty the District has encountered in filling Special Education teacher positions, so there are always vacancies. Mr. Riall asked Mr. Lee what the average salary and benefits would be for one of these positions? Mr. Lee stated that it is approximately \$70,000 in salary and benefits. Mr. Riall asked where does the money go. Mr. Lee explained that is the variance he previously explained, and how this year staff is predicting \$3.5 million in overspending; however, the savings from vacant positions and from staff not spending their allotments will result in a positive ending fund balance.

Mrs. Crawley asked if staff polled the teachers for their suggestions on cuts, because she remembers doing this when she was a teacher. Dr. Robinson explained that as directed by the Superintendent, all principals met with teachers prior to bringing their recommendations for cuts in expenditures. Mrs. Crawley said she would like to have actual input from the teachers and not

through the principal. While she understands every principal's suggested cut may be different as they are looking at how they can best serve the students at their particular school, she believes if it goes through someone else, it may not be the actual suggestion presented to the principal. Mrs. Crawley asked that this survey be done and Dr. Dawkins stated that Dr. Robinson has described what staff has done, and Mrs. Crawley noted that is not what she was talking about, and would like for staff to directly poll the teachers. Dr. Robinson said she can make it happen, but reminded the Board that the budget needs to be addressed in a timely manner because principals are waiting to staff their schools and the summer is upon us. Mrs. Crawley also asked about Distance Learning, its affect on End of Course testing, and if any parallels have been done for comparison sake on the scores? Rosemary Woodward noted studies of Distance Learning have not noticed any significant difference between students' performance.

Mrs. Armstrong asked how staffing is being figured and principals asked to reduce teachers for next year? Mr. Lee stated that at the elementary level, staff is recommending 22:1 for K-1 and remove the hard coded factor, and at 4th and 5th grade, staff is recommending going from 25:1 to 26:1. Mr. Lee said the only caveat is staff is only talking about 9 positions in all the 4th-5th grade levels, so not all are being asked to make cuts. Mrs. Armstrong noted that between two schools, they have been asked to cut seven positions. Mr. Lee explained that could be if their enrollment went down. Mrs. Armstrong asked why, when the board closes a department, are new positions created for the individuals staffing that particular department, because to her if the Board closes a department and there are no openings in the District for those individuals, the Board meant for the individuals to be terminated and not another job created for them.

Mrs. Bell asked that staff clarify the classified hiring freeze. Dr. Robinson explained that classified personnel are support personnel for the district. Mrs. Bell asked about the special education aides being eliminated and if this means the principals cannot hire anyone until the 20 displaced are placed in other positions. Dr. Robinson again confirmed that the majority of the cuts are being addressed by separations and/or attritions from the District. Mrs. Bell asked if those separated from their positions and not retiring will be placed in other vacant positions, and Dr. Robinson responded that is correct. Mrs. Bell asked if she understands the discussion is not about teachers and Dr. Robinson said that is correct and it is two different divisions.

Mr. Pierson asked for clarification on the ending balance and if takes into account what we saved during the previous year, and Mr. Lee stated the information presented reflects the ending balance, which is the beginning start balance for the coming year. Mr. Pierson asked staff to confirm that we actually ended up last year balancing the budget. Mr. Lee corrected that we did not balance entirely, but the District covered all its expenses last year. He also reminded the Board that the financial audit is presented to the board annually. Mr. Pierson said he believes the majority of the criticism the District receives is how much we spend; and he believes some of the items need to be addressed.

Lillian Priest asked if the District has looked at other districts of comparable size across the country and done a comparison as it relates to being able to right size the district relative to student enrollment and populations. She also asked why do we need to continue to carry positions in the budget that are not filled; and if we implement a hiring freeze, then we truly need to implement a hiring freeze and we do not need to fill positions just because someone says they need it filled. She added that as long as we do so, the Board will continue to go through the same thing every year at budget time. Ms. Priest also said every department should also be held accountable to make sure this happens. Mr. Lee stated that relative to the comparison to other districts, staff has not done so; but staff has looked at the District and what the student population has done over the last nine years and what the District has done relative to staffing and it is opposite directions – student enrollment decreased, but the staffing allotment (number of teachers) increased. Staff can look at other districts of comparable size, and relative to the hiring

freeze, it was instituted and was in effect until recently with the only way any position was filled was if it was done from within the District.

Dr. Dawkins also interjected that at times positions are difficult to fill from within if you do not have a pipeline of employees that are certified for certain positions. He also stated that internally he has experienced working in other districts and Caddo compares favorably with these. While in some cases, Caddo has more than some places, considerable reductions have been made over the past five years. Dr. Dawkins also referenced staff's proposal to reduce the inventory of buildings and there are savings from some of the reassignments, and sometimes tough decisions are made to separate some employees from the District. In moving forward, he recommended that the Board return to some of these recommendations.

Ms. Trammel referenced Ms. Priest's comments regarding effective employees making the difference on any job and in order for every employee to get an eight-hour work day and cover all their responsibilities and asked Mr. Woolfolk if we have part-time employees and full-time employees and what can be done to make the employees full part-time. Mr. Lee stated that staff has looked at this and one must work more than 20 hours to get full-time status and benefits. He also noted that bus drivers work four hours a day and are considered full-time with benefits; however there are other employees that work 20 hours and are considered part-time and do not receive benefits. As staff is looking at all the insurance issues, it is also looking at this issue relative to what can and cannot be done. Dr. Dawkins reminded the Board that the 20 hours for bus drivers being full-time, this is State law in Louisiana and is an interesting concept. Ms. Trammel asked if Caddo is cushioning this for part-time employees, what will happen in the northern part of Caddo if the bus services are out-sourced and they are not allowed to receive benefits. Mr. Lee stated he believes that would be something they would require a company to provide information on how they would handle benefits for the employees. Ms. Trammel stated she is not pleased with out-sourcing, and Mr. Lee said the main reason for outsourcing is expenditures (health care, retirement) that are out of control and the best way to financially address it is through outsourcing. Mr. Woolfolk explained that staff is only providing options for the Board to consider and will provide a detailed presentation of the facts so that the Board can decide what is in the best interest of the District.

Mrs. Crawley stated that the audience has not heard how the funds for the 680 students attending Magnolia Charter will be handled and asked that he explain this. Mr. Lee stated that the MFP in Caddo's budget is reduced by the proposed amount that Magnolia will receive, and the State will send the MFP funds to Caddo and Caddo will forward these to Magnolia. Mrs. Crawley asked if the Human Resources staff be reduced? Dr. Robinson responded that HR is one of the areas regularly targeted and noted that the Certified Department has been decreased by two administrators, a director of Certified Personnel; and the Classified Department has been decreased from three administrators to one administrator, currently has two temps working who will be on the list for termination if these positions are deleted, so in essence, the Human Resources Department is compacted. Mrs. Crawley suggested that no one attend conferences and Dr. Robinson explained that HR administrators go to Vidalia, and Mrs. Crawley stated she is not talking about HR. Mrs. Crawley also asked if department heads are accountable for watching overtime pay and if there are a lot of issues with overtime. Mr. Lee noted that probably the biggest areas for overtime would be bus drivers and the many extra trips they make, and possibly maintenance. Mrs. Crawley asked about the overtime for bus drivers, and Mr. Lee explained it is for athletic trips, and anything outside their normal daily route. Mrs. Crawley asked if we collect fees for it, and Mr. Lee explained the District only charges a small amount for the bus. Mr. Lee reiterated that an attempt has been made to monitor this situation.

Mr. Pierson asked about MFP and those students attending Magnolia from Bossier and Minden, and Board Counsel explained that only Caddo Parish students will be attending Magnolia; and if any are outside Caddo, they will not be able to attend.

Mr. Ramsey summarized that the following items will be referred to committee: (1) possible school consolidations, and (2) possible outsourcing of rural transportation. He also announced that with these two adjustments, it would bring the District to \$4.2 million expenditures over revenue, with an approximately undesignated ending fund balance of \$17.2 million. He encouraged Board members to continue to call staff to get questions answered. Mr. Ramsey also announced another budget work session will be held on Monday, May 20th, at 3:30 p.m.

Mr. Ramsey asked everyone to remember Mrs. Crawford in their thoughts and prayers as her Mother is critically ill, announced Mr. Hooks is out of town, and he invited everyone to Southern Hills Music in the Park.

There being no additional discussion, the meeting adjourned at approximately 5:45 p.m.

May 20, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 3:30 p.m. on Monday, May 20, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Reginald Abrams. Mr. Ramsey led the prayer and Pledge of Allegiance.

Superintendent Dawkins stated that the meeting today is to continue discussion of the 2013-14 budget. He also assured everyone, relative to the questions on the legality of the budget, that the budget is within the legal guidelines and Mr. Abrams and Mr. Lee will elaborate on this issue. He also stated that relative to reimbursement from the MFP formula and vouchers and the recent court ruling, we do not know at this time how much the District will receive, if it will receive any funds and if so, when we will receive it. Mr. Lee has budgeted conservatively in this regard and the District is waiting to hear and welcome funds for the District. Also, planning time relative to the modified block schedule, Mr. Abrams will address this issue; and staff continues to work on the proposed budget and has found ways to restore some of the instructional specialists which brings the total to nine. Dr. Dawkins also stated that he is continuing to work with Dr. Barzanna White and Dr. Shelia Lockett in moving some positions around and hopefully this action will yield positive results. He also noted that the document before the Board today will continue to be adjusted; however, the numbers are pretty much the same as was presented to the Board in the previous budget work session.

Jim Lee began his presentation by sharing a full budget package to the Board and members of the audience; and responded to questions regarding the legality of the budget and if it was properly advertised. Mr. Lee stated that the law, as he understands it, states the budget must be available for inspection by the public 15 days prior to adoption and it has been available in the Finance Office since April 11th, with all details, for anyone wishing to see it; however, no one asked. He also explained that the law states the budget must be advertised in the Official Journal 10 days prior to the first public hearing on the budget, and to date there has not been a public hearing, but only work sessions, but the public hearing is scheduled for May 21st. and it was advertised on May 10th, which is more than 10 days prior to the first public hearing. Based on this, what they are presenting is a legal budget.

Mr. Abrams addressed the statutes and regulations providing for 45 minutes a day planning time or the weekly equivalent. The planning time was enacted in 1988 at which time the statute stated a committee would be formed to determine how this would happen; and while he does not have the history of what happened in Caddo, Mr. Abrams explained the main proviso in the statute was that it must be funded by the state and designated as funded by the state in order for the planning time to be effective. At this time, Mr. Abrams stated he is unsure if it was included, but the statute requires that a certain amount of money be designated for planning. Mr. Abrams stated that Caddo Parish has 30 minutes of planning time for elementary school teachers, but has never had in policy 45 minutes for middle or high schools; and it is up to the Board whether or not it will provide it if the state does not fund the planning time. He further stated he asked Mr. Lee to verify this and what is required under the statute, and he verified it is not required if there is no funding. Mr. Abrams also addressed the proposal for 90 minutes planning time every two days, and his understanding from the Superintendent that the intent is to continue this practice and over a two-week period, there will be a weekly equivalent of 45 minutes a day. At this time, Mr. Abrams reported that Section G of the CPSB policies is being reviewed and modified and it was decided at the last meeting to also include a planning time for middle and high schools.

Mrs. Bell asked how is mileage reimbursement for employees paid? Mr. Lee explained the employee logs their mileage between CPSB locations, turns it in to the supervisor for approval,

and it is forwarded to Accounts Payable for payment at \$.51 a mile. Mrs. Bell noted the total mileage reimbursement of \$243,899.10 and the breakdown by departments. She asked if these employees (homebound, counselors, special education, pupil appraisal) are placed in a school, can this expenditure be cut by 50%? Mr. Lee said it would if the employee is full-time and placed in a single school. Relative to the nurses, Mrs. Bell asked about the \$929,000 mileage reimbursement, and Mr. Lee explained nurses are assigned numerous schools and frequently need to travel between their assigned schools. Mrs. Bell asked about librarians that travel, because she was looking for Attendance to turn in a lot of mileage; however they have not; and she asked if it is possible to cut this expenditure in half, and Mr. Lee said it is only the General Fund amount.

Mr. Hooks asked staff what jobs are being cut, and Mr. Lee responded that at Central Office there will be four instructional supervisors. Mr. Hooks asked for clarification on which ones will be cut, and Mr. Lee stated he is not aware if Mrs. Turner has made this decision. Mr. Hooks said he does not understand how the Board can cut positions and not know what positions it is cutting. Mr. Hooks also asked if we are still considering cutting 94 jobs in Special Education. Mr. Lee explained positions, not jobs. Mr. Hooks said he cannot see how Caddo can do this without getting in trouble with the State, and he fears we will be in non-compliance and lose money because of certification requirements. Mr. Lee explained that the majority of the proposed changes (45-50 teaching positions, 30 special education paraprofessionals) came as a result of the Special Education Department working with HR and the needs for the next school year. Dr. Lockett explained this is the only area they had to make cuts, and the teaching positions are mainly vacancies (31 since last August); and there are two different budgets (IDEA which is earmarked for Student Support Services and General Fund).

Ms. Trammel asked Dr. Lockett if students are assigned directly to the ISS, and Dr. Lockett responded they are not, but are assigned to Behavior Intervention Specialists and Pupil Appraisal staff conducts counseling and social work services with students. The Instructional Specialists provide support to the school administrators and teachers. Ms. Trammel asked if they are assigned to a specific school and housed in that particular school, would this not make their work load lighter/easier? Dr. Lockett responded it would ease their workload. Ms. Trammel asked if placing them in the schools to work directly with the principal and counselor would have them working under the same umbrella. Dr. Lockett explained if they are placed back in the classroom, they will be evaluated by the school principal; and she understands from the Superintendent that if they do go back into the classroom, their pay will not decrease; and the nine retained will probably be assigned multiple schools. Ms. Trammel asked Mr. Lee about items that we could place on hold or eliminate (common practices i.e. PR2s), and would this help the budget? Mr. Lee responded that if Ms. Trammel is referencing overtime, there are some legitimate PR2s but staff could discuss this further. Ms. Trammel referenced placing a freeze on hiring support staff recommendation and the possibility of also placing a freeze on continuous overtime. Mr. Lee responded that in his opinion it will not impact the budget a great amount.

Mrs. Bell asked Mr. Lee about the number of subs representing the \$5.7 million and if subs are paid from the General Fund, and Mr. Lee responded they are. Mrs. Bell said she believes all employees' attendance needs to be reviewed. Mr. Lee added that one must look at the vacant positions because about 20 routes in transportation are covered by subs every day, which is the same in the long-term sub situations. Mr. Abrams was asked to look at the various policies that impact attendance.

Mr. Hooks asked Dr. Lockett about cutting positions because doing so will hurt Caddo's students, and they need to be considered first. He stated that instructional specialists do not have an 8 to 5 job because they are required to take work home. If the aides are removed from the classroom, what will happen when IEP conferences are held. Dr. Lockett explained that the 30 General Fund aides were actually over staffed and the Special Education teachers were actually

moved to another school, so when looking at the staffing allotment, there were two classes with two students assigned to a teacher and a paraprofessional, resulting in an overage of personnel. Mr. Hooks asked if we are sure about this and Dr. Lockett responded she is. Mr. Hooks also asked why cut positions if the pay is not being affected? Where is the savings coming from? Mr. Lee explained that if you move an IS (Instructional Specialist) in a classroom, it will replace a classroom teacher that retired and you will not hire someone, but only move the IS into that classroom teacher's position. Staff cannot reduce that person's salary, but it can freeze the salary until such time that they catch up on the salary schedule. Mr. Hooks asked about the total, and Mr. Lee responded approximately \$70,000 each.

Miss Green asked Dr. Lockett to continue her explanation of the IDEA budget cuts, and Dr. Lockett explained that with the cuts in IDEA, she had to look at the positions funded through IDEA, and General Fund budgeted 14 positions and IDEA 12 positions. Keeping all the positions would cost the District approximately \$162,000 for July 1, 2013-June 30, 2014, and will not take care of any of Special Education needs. At this time, she had to look at positions because the bulk of her money is in that account. Mr. Lee agreed with Dr. Lockett relative to the IDEA funds being cut for the coming school year; and based on the new Special Education funding formula in the MFP, the District will not only lose Special Ed funding, but MFP as well.

Ms. Priest referenced the questions and concerns relative to the MFP and vouchers and the State's decision and asked if the Board will still need to address the staffing in preparation for the 2013-14 school year; because it is important for people to know where their assignments will be. Also with no MFP growth, and even if there is some restoration of positions, does she understand correctly that it will still not be enough to rid us of the \$21 million deficit? Mr. Lee responded that is correct; it will not. Ms. Priest also stated that the discussion and comments have basically been about attrition, and asked if the District is planning a lay-off? Mr. Lee said we are not. Ms. Priest asked if the District is planning a RIF? Mr. Lee said we are not. Ms. Priest asked Mr. Lee if he sees any "fat" in the District's budget, and Mr. Lee stated he would not call it "fat", but again reiterated his previous comments about decreased enrollments and staffing increases and added programs.

Ms. Priest asked Dr. Lockett, in looking at last week's budget session where the Board looked at positions being returned to the classroom, what those individuals are doing on a daily basis? Dr. Lockett highlighted these persons' responsibilities and the importance of these positions. Ms. Priest asked if it is more beneficial to have these individuals on site working with students? Dr. Lockett indicated it will be very beneficial and noted Dr. Dawkins' comments.

Ms. Priest stated that in looking at Technology (salary, operation, etc.), she would still like to have information on how efficient the system is and if we are utilizing the resources (computers) as beneficially as possible, and asked how many programmers are in the Technology Department? Regarding summer school and the increases, she would like to know if summer school is beneficial. Mrs. Turner responded that staff is planning for a total of 12 days. Ms. Priest said she would like to know what students will receive in summer school that they have not received in the regular school year and reiterated she is about students and questions what is not being done in August through May but is being offered in June. Leisa Edwards explained that this year there were more End of Course (EOC) tests; and the State changed from GEE (last year) to EOC and the district currently has more EOC tests. In addition, and because of the change, there will be more high school students attending in the summer, as well as approximately 57 high school seniors that must take one part of the GEE to be able to graduate in August. Also, the summer fee program (elementary/middle at Turner and high school at Captain Shreve) is self sufficient with the fees paying for the administrators and teachers, and the District is mandated to remediate those students with 13 days of instruction and 3 days testing.

Mr. Riall asked about the General Fund Budget Summary page and the other sources of funds we no longer receive? Mr. Lee stated that in 2010-11 there was a transfer in of the Medicare Retiree Drug Subsidy Program and we received a little over \$1 million which the Board earmarked to go into the OPEB Trust Fund (future retiree healthcare fund). In 2011, the Board voted to not move it to the trust fund, but to keep it in operations for that one year. In 2011-12 there were some more transfers in mostly from accounting of early retiree reinsurance program and we had to show it in and then out, an accounting entry. Mr. Riall asked about the expenditures under “other use of funds” that dropped to zero in the projected budget. Mr. Lee explained there was a loan for 10 years to buy 100 buses and this year is the last year on the payment. Mr. Riall asked about the funded 85 vacant teaching positions and the total number of funded positions that are vacant. Mr. Lee responded that the number for certified is a sizeable number, but the classified number is a floating number.

Mrs. Crawley asked for a breakdown of the 107 regular education teachers. Mr. Lee responded if the Board approves the proposed changes in the staffing formula, there would be a savings of 29 teachers at K-1, 9 teachers at 4-5 and 69 teachers at the high school. Mrs. Crawley asked if staff had run the report on the number of teachers that do not have a classroom or give grades? Dr. Robinson added that staff is working on this and is running more than one query. Mrs. Crawley asked for a rationale for keeping 30 Discoveries teachers representing \$2.2 million. Dr. Lockett explained that the Discoveries Program originated years ago under Mrs. Gunn and it is not a Special Education function, but one that prepares students who might qualify for the Gifted Program. Mr. Lee said these are included in the regular education teacher numbers. Mrs. Crawley asked if she is correct that these teachers do not give grades, but pull approximately 10 students from class and work with them; because for her, the best way to teach students would be a staffing ratio of 1:10 for all students. Mrs. Turner stated that for the Gifted Program it was broken down for the 1:10 ratio. Mrs. Crawley stated it is her understanding that Gifted is a requirement of Special Education, and Mrs. Turner responded that is correct. Mrs. Crawley stated she wants to save as many of the 29 K-1 and 9 4th-5th grade teachers as possible. Regarding transportation, she is sorry that she did not know about today’s meeting and she would like to know when all the meetings are held, and she questioned the 33,000 field trips a year. She asked if the committee talked about consolidating some of these requests, as recommended in the internal audit? Mr. Woolfolk responded that staff is looking at this recommendation and how we can combine and still meet the needs of the students. Mrs. Crawley asked if any of these recommendations are reflected in the proposed budget, and Mr. Woolfolk explained that the budget still reflects the 30,000 field trips.

Mr. Pierson asked for clarification on the statement that after consolidation there were instances where a Special Education teacher had an aide and two students. Dr. Lockett explained that does not exist today because the numbers have been modified for next year. Mr. Pierson asked, when putting specialists back in the classroom, who will meet with principals on IEPs, meet with parents, etc. Dr. Lockett explained that in some schools the principals are already meeting with the parents, so principals and IEP teams will pick up some of the load. Also, classes with lead teachers will be paid extra to look at IEPs. Mr. Pierson asked for verification that this past year there was a shortage of specialists and Dr. Lockett confirmed that to be true. Mr. Pierson asked if he understands that last year the District did not have the number of specialists budgeted, so the proposed budget for 13-14 eliminates that number (unfilled positions) from the budget. Dr. Lockett responded that is correct. Mr. Lee responded approximately \$300,000, and he further stated that staff left five positions in the General Fund and continues to look at ways to add additional positions back into the budget. While these are not currently listed in the budget, they will be by the 21st, and staff is looking at positions that may overlap and the possibility of eliminating some and restoring four ISS positions back into the budget, bringing the total to 9. Mr. Pierson stated he would rather hire a teacher if there is a vacancy than to remove the ISSs because they can help almost anywhere, anytime. Mr. Lee shared the difficulty in finding Special Education teachers, and in recent years they have had up to 50-60 vacancies.

Mrs. Bell stated that she recently verified that Linear has 146 students, Linwood has 267 students, for a total of 413 and asked Mr. Lee if that is the number being used in the budget to reduce how much Caddo will receive from MFP? Mr. Lee explained that the State tells us what we can do, and the State does not give Caddo the money for Linear and Linwood. Mrs. Bell asked if that is why we hear through media that there are 600 students in the two charter schools, and when do we receive the enrollment numbers from them? Mr. Lee explained we receive the enrollment numbers each time a new MFP count (usually in the Spring) is known. Mrs. Bell stated she believes there should be an agreement as to when Caddo will know the exact number.

Mr. Hooks asked Dr. Dawkins what positions will be cut at Central Office, because he cannot support the budget if he does not know answers to his questions. Dr. Dawkins explained a list of positions was presented at one of the sessions, but the specific ones (instructional supervisors) have yet to be determined. Mr. Hooks asked if he will know before the Board votes on the budget, and Dr. Dawkins stated it will probably not be known for a couple of days; and because all positions are important, some difficult choices will need to be made. Mr. Lee reminded everyone that a budget is a fluid document and it changes throughout the year; and while it has not happened as much the last couple of years, a Board member or staff member can make recommendations to add something to the budget, and upon Board approval, the budget is changed. Mr. Hooks asked Mr. Abrams if we are saying we will not give teachers their planning period? Mr. Abrams explained that his comments were based on the legality and not whether or not teachers would have a planning period; and it is his understanding that what administration submitted was a 90-minute planning period every other day. When he reviewed policy, policy states an elementary teacher has 30 minutes, but the policy has never had anything for middle and high school teachers and is something the Board will enact if it approves a 45-minute planning period every day or 90-minute planning period every other day. The requirement is dependent on if it is funded in the budget. Mr. Hooks said if time is taken away from the teachers, he cannot support this. Mr. Abrams said he understands the proposal is adding time and not taking any away. Mr. Hooks asked Dr. Lockett if she can look at her budget again and determine if she can make some additional adjustments and Dr. Lockett responded that she looked at it very long and hard before she presented it; and she further explained that IDEA was cut to \$7.7 million and salaries and benefits total approximately \$7.5 million and she must spend at least 15% of the IDEA dollars in early intervention services.

Ms. Trammel asked Dr. Lockett if we send Instructional Specialists back into the schools, can we place them in a position where they will work parallel to what they are doing now? Dr. Lockett explained that these positions can go into the classroom, or they can be placed at schools where the most support is needed. Ms. Trammel asked how many are we talking about, in addition to the nine positions being saved? Dr. Lockett responded approximately 13. Ms. Trammel asked how many schools need extra support, and Dr. Lockett said 24 or 25. Ms. Trammel stated she was approached by a principal losing five teachers and asked how placement is determined? Dr. Lockett explained they look at the number of IEPs, behavior concerns, those on the borderline of staying in CAP, and work with the principals to meet state requirements. Ms. Trammel asked Dr. Robinson how a situation is handled when a principal requests to keep two of the five? Dr. Robinson explained that collaboration between the principal and the school director in assisting HR with placement and advice from legal counsel because state legislative requirements must take place. In reference to Gifted and Discoveries, Ms. Trammel stated she believes most parents are overwhelmed when their children are placed in these programs and asked if we look at these programs what the impact would be? Mr. Lee said there are 31 Discoveries teachers, and Dr. Lockett explained that with the Gifted Program, five instructional specialists to serve these students. She also noted that in recent committee meetings the discussion has been on how we can increase the number of students in the schools in these programs and the possibility of opening a center or site for the schools that do not have the programs in place. Ms. Trammel asked about the impact with the public and parents if the Board targets the Gifted Program, and

Dr. Lockett stated she believes it will be a significant impact, because a lot of the Discoveries classes are in the lower performing schools with some of the difficulty being the schools not referring these students to the Gifted Program which is what they are addressing.

Mr. Riall asked for clarification on the number of field trips, and staff responded approximately 30,000 and shared a breakdown of the various type trips outside of regular routes each day, i.e. academic, athletics, special education and Title 1. Mr. Riall asked about the fees charged, and staff responded there is a \$30 fee for the use of the bus, and if the trip is longer than approximately three hours, a larger fee may be charged. Mr. Riall asked if what is collected covers the expenditures, and staff responded it does not. Mr. Lee also noted that the \$30 fee does not cover the cost of the bus driver either.

Mrs. Crawley asked about the cost for the 14,000 trips and the balance after deducting the fees charged. Mr. Jones shared that athletics run approximately \$145,000 annually for salaries alone; and for field trips, the cost is approximately \$150,000 a year for salaries. Mr. Jones added that academic field trips are approximately \$250,000 for field trips. Mrs. Crawley asked if we have not looked at this information because to her, it seems they should have begun looking at the schedule in February. Mr. Lee referenced the plan is to begin these conversations prior to the Christmas Holidays. Mrs. Crawley stated it was known prior to February of this year that the District was facing this type of deficit. Mrs. Crawley asked where the modified block idea came from, and Dr. Dawkins explained that it came from discussion on the various options. Mrs. Crawley asked if modified block was weighed against seven period day and did modified block poll higher than 7 period, because that is not the feedback she is getting. Mrs. Crawley also referenced the number of Central Office employees compared to the number of clerks, and if that is an area that can be reduced. Mr. Lee responded he would need to get input from the directors and shared the example of Human Resources with five administrators and 19 clerical; but that clerical number is not just secretaries, but retirement specialists, sub teacher clerical, attendance, etc. Mrs. Crawley stated that she does not see any cuts in the Attendance Department and would like for them to revisit and see what cuts/consolidations can be made. Mrs. Moore explained that with Caddo's student population there must be a certain number of attendance supervisors per every 750 students, and the department has lost one supervisor that is not listed but will not be filled. Mrs. Crawley said she would like to restore the 38 teachers that would be eliminated as a result of changing the staffing formula, and 31 from Discoveries, \$100,000 for conference travel, and asked if it is possible to cut sick days by two days and follow the State law. Mr. Abrams stated he will verify because he believes the District is following State law.

Ms. Trammel stated it is mind boggling to her because once upon a time a clerical employee worked for a director and supervisors without any computers and was able to get the job done. She said now there are more employees than before and there always seems to be a problem in being able to get the job done. Mr. Lee said there are current situations in the instructional area where numerous supervisors share a secretary, and the same is true in the Attendance Department. Referencing overtime, Ms. Trammel asked if the District has come to the crossroads where employees are reminded that their work day is from 8:00 to 4:30 and if employees work effectively during those hours, the job can get done.

Ms. Priest referenced the comments about PR2s and asked if there are multiple secretaries/clerks in an office and one is out of the office, is it true that the others are filling out PR2s for filling in and doing the absent person's job duties? Mr. Lee said that is not correct; but if someone is asked to stay late to take care of an absent employee's responsibilities, and she is over 40 hours, then a PR2 is probably turned in. Ms. Priest asked that staff follow up and make sure this is not occurring. Ms. Priest also asked about a cost estimate on what absenteeism is costing the District in a year. Staff responded approximately \$5 million. Mr. Lee said a little could be added to this amount because of Medicare. Ms. Priest stated there is a need to address the fact that she wants people to have jobs, but we are not obligated to provide jobs for people who don't come to work,

but we are obligated to provide an education to children and this loophole needs to be corrected. Dr. Dawkins agreed and there is a long-time policy that needs to be addressed because a doctor's excuse is not required until an employee is out for six days, and most places it is three days. Ms. Priest stated she also believes health care and retirement are the big elephant in the room, and rather than continuing to kick the can down the road, and in the real world what is happening in Caddo (enrollment decreasing and employees increasing) does not happen elsewhere. When dealing with healthcare and retirement and the increases, why would we continue to increase the number of positions in the district? Mr. Lee responded that it puts the District in a real financial disadvantage. Ms. Priest stated that as a board member, she will make a decision that is financially prudent and will keep the system solvent and be able to operate and provide a quality education for all Caddo children.

Mr. Pierson asked what is the overage in hired personnel? Mr. Lee explained that a lot of it is in programs implemented (block schedule), hard numbers in K-1 two years ago. Dr. Robinson reported that Human Resources runs an over/under report on a regular basis which allows her department to identify overage and assign a certain number of contingency positions. Mr. Pierson noted that many years ago, students got out at 2:15 and could walk home in the daylight; however, it is different today and is what precipitated taking children home.

Mr. Hooks asked Dr. Lockett how can we eliminate positions but pay lead teachers extra? Dr. Lockett explained that lead teachers will be regular classroom teachers with their time on the clock will be reduced so their salary will be frozen at their 10-month salary.

Mrs. Bell asked Mr. Lee if he said there will be no layoffs, and Mr. Lee stated layoffs have not been discussed. Mrs. Bell asked if she understands that in the reduction of positions, i.e. instructional specialists, supervisors, those who are certified will return to the classroom or where the principals need them without a reduction in salary. Mr. Lee responded that is correct, and Mrs. Bell reminded everyone that this option will be addressed through attrition, and it is possible that some of the 31 Discoveries teachers will be reduced as a result of attrition. She added she is about employees keeping a job and she hopes the instructional specialists and supervisors, et.al. will be able to help the principals and improve the test scores.

Mr. Ramsey recapped the budget meeting, noting that the budget is always a working document and the current proposal being brought tomorrow involves overspending of approximately \$4.2 million. He added that staff continues to work on adjustments with instructional specialists vs. teachers and these changes will have little or no impact on the budget as it is proposed now. Side bar issues that will continue to be studied in committee are health care costs, retirement, sick days and attendance issues. If resolution is reached, he announced it will be presented to the Board with a recommendation for the Board's action.

There being no additional discussion, the meeting was adjourned at 5:30 p.m.

May 20, 2013

The Caddo Parish School Board (CPSB) Transportation Committee met at approximately 10:00 a.m. on Monday, May 20, 2013, in the boardroom, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Mary Trammel, Chair; Steve Riall, Dottie Bell and ex-officio member Larry Ramsey. Jasmine Green and Ginger Armstrong were absent. Others in attendance were James Woolfolk, Otis Jones, Jackie Lansdale, Red River United; Scott Hughes, Alliance for Education; and numerous CPSB bus drivers. Mr. Riall led the prayer.

Chair Mary Trammel shared the purpose of the meeting and asked Otis Jones, director of transportation, to address the recommendations from the audit of the Transportation Department. Mr. Jones stated that upon completion of the audit, 42 recommendations were submitted to the Board and to date, 37 have been completed. The items yet to be completed are in process for completion or staff is looking at the feasibility and cost effectiveness of implementation. Mr. Woolfolk stated that realizing that the information presented is a lot of information, if the committee wishes time to review, staff is available to meet again at the Committee's convenience and pleasure.

Maintenance Update. Staff reported there are currently 15 buses not running due to the engines and staff is looking at these sparingly to determine if they should be replaced at a cost of \$10,000. Mr. Jones added that the bus's age and the replacement plan are very important because the State of Louisiana requires that a bus be removed from operation after 25 years. He explained that staff has developed a chart of all the buses that includes the number of years each has been in service and the number of buses the District will need to replace in the next 3-4 years. Mr. Woolfolk pointed out that between 1999-2011 the District did nothing other than purchasing 98 buses in 2004 which means that these 98 buses will all become obsolete at the same time. Relative to the cost for replacing buses, Mr. Jones stated that a new regular education bus costs approximately \$90,000, and a special needs bus about \$103,000. Old buses are auctioned or salvaged with approximately 500,000 miles on them, and most have a second engine. Staff also reported that the first air conditioned bus was purchased in 2002 and today approximately ½ of the 280 buses are air conditioned.

Procedures for Addressing Concerns/Complaints/Requests. Mr. Woolfolk reported that staff continues to look at the list of issues/concerns and how to make the Transportation Department better. Discussion pursued on the fact that there are approximately 33,000 field trips annually, possibility of purchasing a couple of coach type buses for trips further than three hours, cameras on all buses (currently at cameras on 50% of buses), late buses, fleet efficiencies, difficulty in finding enough people who want to drive buses, recruitment efforts (job fairs), students' behavior on buses, security on buses, work load at start of school, etc. Mr. Woolfolk also announced that staff is recommending for the coming year's budget at least five buses and cameras for the remainder of the fleet.

Outsourcing. Mr. Woolfolk reported that last year information was received from one of the largest outsource busing companies in the United States. When meeting with representatives of this company last year, discussions were held regarding the possibility and options if the District wished to pursue outsourcing transportation, and the idea of piloting the program in the northern section of the parish. At this time staff continues to look at additional options and no recommendation has been made because staff has not completed its work of looking at viable options that could be presented to the Board for possible consideration. If the Board wishes to move forward, Mr. Woolfolk reported staff can get back with the company for an update on the possible cost savings to the District. It was agreed that the Committee would recommend to the Board that this particular item be removed from the budget. Mr. Ramsey verified that at this time it is not a part of the 13-14 budget because it was referred to committee for review. At this time members of the audience shared their concerns and the committee confirmed that at this

time this is not something in the budget and the committee is not ready to make a recommendation. It was also noted that outsourcing will cut pay and benefits for drivers. Mrs. Lansdale expressed her appreciation for including the bus drivers in these discussions.

Policy Review Issues. Ms. Trammel referred to Mr. Woolfolk to explain the policy for sick days, requirements for a doctor's excuse, record of absences, the number of drivers that have exceeded their 12 allotted sick days, as well as a recent issue when drivers for 54 routes were absent the afternoon before a holiday and the extreme hardship it created. Discussion ensued on possible revisions to the sick day policy to hopefully eliminate such problems in the future, and it was agreed that these policies should be referred to the policy review committee. Mr. Jones also added that at this time, the department is running a 95.9% on-time delivery, and the department is preparing for the coming school year to (1) have enough drivers to fill all routes, (2) have ample subs, and (3) improve attendance.

In summary, results of today's meeting were (1) the need for buses and the need to bring forward a timeline for replacing buses; (2) sick day policies will be referred to the policy review committee, and (3) look at absences. Staff will prepare the requested information in time for the next scheduled meeting.

Next Meeting. Ms. Trammel announced that the next meeting will be June 4th at 2:30 p.m.

There being no additional discussion, the meeting adjourned at 11:00 a.m.

May 21, 2013

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, May 21, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Trammel led the prayer and Pledge of Allegiance.

APPROVAL OF MINUTES OF THE APRIL 9, 2013, APRIL 11, 2013, APRIL 16, 2013, APRIL 18, 2013, APRIL 23, 2013, APRIL 30, 2013, MAY 1, 2013 AND MAY 7, 2013 CPSB MEETINGS

Mary Trammel moved, seconded by Jasmine Green, approval of the minutes of the April 9, 2013, April 11, 2013, April 16, 2013, April 18, 2013, April 23, 2013, April 30, 2013, May 1, 2013 and May 7, 2013 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Superintendent Dawkins announced that because of the threat of severe weather, the recognitions are moved to the June 4th meeting. Dr. Dawkins also announced that all night activities and night classes have been cancelled because of the impending serious weather.

Board member Green recognized the following from Green Oaks High School: (1) Green and Gold Foundation for their support of the athletes; (2) Class of 1976 for their contribution of toys to the less fortunate children at Pine Grove and Northside Elementary Schools; (3) Green Oaks Alumni for donating scholarships; and (4) Dr. Larry Pannell, band director of Grambling State University marching band, assisted in recognizing Bobby Murff who started the band program at Green Oaks High School, with a community service award.

PUBLIC HEARING FOR RENAMING SOUTHWOOD HIGH SCHOOL GYMNASIUM

President Ramsey declared the public hearing open for any speakers wishing to address the renaming of the Southwood High School gymnasium for Coach Steve McDowell. There being no speakers, the public hearing was closed.

PUBLIC HEARING ON THE 2013-14 CONSOLIDATED BUDGET

Superintendent Dawkins announced that the public hearing on the 2013-14 consolidated budget is pulled, as is the agenda item on the 2013-14 consolidated budget, and will be rescheduled.

President Ramsey announced that those planning to address this item can still address the Board during the Visitors' Section on the Consolidated Budget.

VISITORS

Bert Allgood addressed the Board on the proposal to cut the teachers Materials and Supplies fund and what these funds are used for, i.e. printer cartridges. He encouraged the Board to consider cutting the amount in half rather than eliminating it.

April Carberry addressed the Board on the proposal to modify the block schedule and the teachers' planning period, because according to Bulletin 741, no teacher at the secondary level

shall instruct more than 750 student hours per week, and that at this time she is teaching approximately 685 hours and adding one more class will mean 820 contact hours per week with students which means additional time for grading tests, research papers, etc. She stated if we want World Class Students, it is important and necessary to give teachers time to plan. She also expressed her support of not cutting enrichment classes in elementary school.

Scott Hughes, Alliance for Education, expressed appreciation to the Board for how it responded to the storm and decisions to protect the children and for postponing the budget vote today. Knowing that this is one of the most important responsibilities of the Board, he appreciates the Board's willingness to postpone the vote on this item since a budget does not have to be submitted to the State until September. Relative to the budget, he stated he has enjoyed the budget meetings; however, it is his belief that the Board will continue to kick the can down the road one more year, and encouraged the Board to use this year as a transitional year and in going into next year to ask two questions, (1) what does the District do well?, and do more of it and invest in those things; and (2) what does the District do poorly?, and how can this be eliminated or changed. Mr. Hughes said there should be two lists and as the board moves forward (particularly in the committee structure which he commends the Board for implementing), discuss these things. He asked the Board to consider what its priorities might be and fund those first.

Jasmine Green, as a point of personal privilege, recognized Councilwoman Rose McCulloch in the audience.

Jon Glover, addressed the Board on the budget and how complex the dialogue was at Monday's budget work session. She said there were many questions posed, but very few answers given. She said she believes there was a display of arrogance and an attitude of "I dare you to ask such..." when questions/information were unclear. Ms. Glover stated she has always realized the possibility that her job could become a pawn in this equation because she regularly shares with the Board issues that not only plague her but should be of interest to the Board. She believes she should be able to address the Board on issues without fear of retaliation and that the Board has been elected to oversee the educational needs of every child in Caddo Parish; and shared her concern that the Board is considering increasing the pupil teacher ratio which will not only be a detriment to the students who are at-risk, but also students in over-crowded classrooms. Ms. Glover reminded everyone that devastation is on the horizon, and if it is not contained, it will be destructive. She believes that Caddo Parish has lost sight on the importance of insuring that every student receives a fair and equitable education; and she encouraged the Board to work to insure that the resources needed are available. Casting a vote today for the proposed budget is not the answer and the budget should only be voted on when the Board has clarity on all issues in question. Ms. Glover encouraged Board members to listen to the District's employees.

Jackie Lansdale, president of Red River United, stated that it has been a grueling year in Caddo Parish beginning with being locked out of the Capitol when attempting to have their concerns heard and as a result, being forced to file a lawsuit that Caddo did not participate in. Providing an equitable and quality public education for every child in Caddo, helping the Board to secure the renewal of three tax millages, standing to overcome the Board's unwillingness/ refusal to consider other funding are promises they have made, but they do not understand why the Board refuses to consider other funding mechanisms. She stated she believes they are once again facing a haphazard and piece mill budget, one in which the Board did not seek input from the employees, parents and or the community; and now the process is being rushed in order to accommodate personal vacation schedules. Mrs. Lansdale stated she believes the proposed calendar attempts to add extra classes with no planning every other day when State Law clearly defines a planning period; and how items such as duty-free lunch, defined planning, and supply money have set Caddo apart from other districts. She noted that they were not asked for input, they saw little to no supporting documentation on the actual budget until the 11th hour, and even

though they requested meetings with top administration, it was unfortunate that the administration was not sincere in resolving budget issues. Examples of workable schedules were presented and they were poised to bring to the meeting hybrid block schedules allowing for maximum academic time and providing for planning each day, but she believes despite their willingness to work with administration, administration was disingenuous in meeting and resolving issues, and that the Board's sole objective is to balance the budget on the backs of the teachers and school employees. She encouraged the Board to reconsider voting on the budget until it has all the facts and figures.

Eppie Adams, Caddo District PTA, expressed appreciation to the Board for streaming live and archiving its work sessions and meetings to allow her the opportunity to stay up to date when she is unable to attend the meetings. Regarding the 2013-14 budget, she stated her comments will be different because she recognizes that difficult decisions can and will be made. Ms. Adams stated that her purpose for addressing the Board is to offer outside of the box solutions, i.e. (1) in representing the Caddo District PTA (comprised of approximately 11,000 members), she stated that volunteers are one of the District's greatest resources yet they are rarely tapped for anything other than fundraising and field day activities; (2) the National PTA offers several volunteer-based programs that potentially have the ability to augment or fill the void of reduced or eliminated programs (i.e. programs that address poverty, drop-out rates, healthcare, healthy living initiatives, grant programs, etc.). Ms. Adams noted that the Parent Teacher Association offers a strategic partnership in seeking nationally recognized, proven solutions to real world issues that the Caddo Parish School System faces (including the 2013-14 budget). She encouraged the Board to consider working with the Caddo District PTA to pilot some of the programs they offer in the District and see if they can be solutions for the upcoming school year.

Georgia Head, teacher at Byrd High School, stated that for 17 years she has taught the same subject, and she shared the many things teachers do during the planning periods; and that if they lose their planning period, their work schedule will be affected. She encouraged the Board to listen to what teachers are saying, because if they give up their planning period and take another class, she does not feel she can physically handle another 34 students and all that comes with it.

Bert Allgood, high school teacher, addressed the Board on the modified block schedule and urged the Board to vote against it. He shared with the Board that he wishes the Board members will ask themselves if this move is good for the parents, because he can tell everyone it is not. He said it will reduce the creativity and the active instruction received on a daily basis. Currently teaching four different classes, he shared the importance of the planning period in his daily schedule to complete many of the activities responsibilities required of him to make him a successful teacher; and he offered suggestions for the Board to consider when considering reductions in the budget.

Brian Salvatore echoed Mr. Hughes comments to put off the budget as he believes it is currently unsatisfactory and needs some additional work. He stated he believes the District needs to do away with the block schedule and not go to a modified block schedule, because he believes it is detrimental to students and A/B Block is the worse. As a college professor, he stated he has not seen an increase in the analytical ability, the mathematical skills, and scientific analysis of the students that have come through the Caddo Public School System in the last five years. As a pro-active Board, he believes the Board could involve the community more, listen to the teachers more and don't balance the budget on the teachers' back, and reach out more to the Schools of Education in the city and ask them for graduates that are needed. He stressed the importance of encouraging, motivating, supporting new young teachers so they will love the profession, love the children and love their jobs.

Diane Long, instructional specialist, has worked for Caddo for 26 years, 13 years at Walnut Hill as a teacher, and shared with everyone the responsibilities of her position since a Behavior

Corrective Action Plan was put into place as a result of the State identifying too many students in Caddo with the exceptionality of emotional disturbance in self-contained settings. She also shared her fears that if the instructional specialists are cut, the District could go back into Corrective Action. Ms. Long encouraged the Board to look very closely to see if cuts can be made elsewhere.

Sesami Teague, instructional specialist, referenced the proposal that all instructional specialists be returned to the classroom because they are certified teachers. She said other departments also have certified teachers that hold other positions. She encouraged the Board to look at cuts across the board and not in just one department.

Daryl Roberson, Caddo Association of Educators, expressed his appreciation to the Board for putting off the vote on the budget because questions, questions, and more questions!

Richarda Armstrong-Scott, concerned parent and member of the PTSA, shared with the Board her concerns regarding the recommendations for budget cuts and she encouraged the Board to please listen to the teachers, and to consider the Ombudsman Program and if it is effective.

Lisa Johnson addressed the budget and the proposed classroom size and her concern that classes are already overcrowded making it very stressful. With the 4th grade being an extremely important one, a teacher cannot be as effective as she needs to be when she has a class of 31 students. She also explained that students deficient in Core areas, with behavior problems, and/or students who need some additional one on one instruction are lacking because the small group concept is still too large and activities difficult to execute and effectively monitor. She asked the Board to not increase classroom numbers.

Serika Robinson-Henderson, Youth College International, a Performing Arts School, stated that they are excited to be a part of the community and already have partnerships with the City of Shreveport and offer music sessions at Princess Park. Additional partnerships include SPAR, SRAC, City of Bossier and LSU-Shreveport. Today, she said she desires to make everyone aware of this program and what it has to offer and highlighted some of the activities available. Miss Green asked staff to follow up on this program.

Glen Miles, bus driver, stated his concern about his bus driving job; because there used to be over 500 buses and five positions in the office, and he doesn't know how many people are in the office today, and you may or may not get your check. In addressing late buses, Mr. Miles stated that he has only been broken down one time. He asked why an assistant needs an assistant? He also questioned why the Vivian bus barn is being targeted, because it is an effective operation in the northern part of the parish. He also asked how a District that is broke, and doesn't have any money, can hire an agency to find a new superintendent?

Tony McCarty offered the following suggestions for addressing the budget deficit: consider going to a four-day work week which eliminates 20% of the cost in transportation, (extends the life of the bus, etc.; reduces utilities and cost of maintenance). He also noted the difficulty of having substitute drivers and stated that the drivers that are located North of I220 would have been happier had they not read about this in the newspaper. Mr. McCarty shared that bus drivers take care of Caddo students everyday and they take pride in doing so.

Carol Pabst addressed the Board on the teacher planning period and the typical things teachers take care of during a planning period, and highlighted a typical day in her life as a teacher. Knowing the responsibilities she currently has as a teacher, she stated if the Board approves a new schedule without a daily planning period, she believes grades will not be put into WebPams as timely, then parents will call administrators to complain, and more students will fail, which

will be the teacher's fault (because everything bad that happens in the school is the teacher's fault). She asked the Board how long it expects the teachers to continue this?

Robin White, founder of Women of the Round Table, shared her concern about the children's academic performance, particularly mathematics, and that as she stands before the Board, she understands the respect as well as the performance of proposing solutions as well. She said her proposal, often referred to as KAHN Academy, which is a data base of free videos that make subjects like mathematics fun. This program was piloted in a school in California and Grades 5 and 7 have heavily supplemented their current methods with the KAHN Academy curriculum since 2011. She also shared that students love the program because it supports individual learning styles and any student can work at any level of difficulty they want with an extremely personalized result. She shared input and experiences from teachers that have used this program and encouraged the Board to analyze this program to see if the Kahn Academy program can benefit to Caddo's students.

Kathy Garner noted her experience with the Kahn Academy and how wonderful the program is, and it is free through the Internet, and is a program their 8th graders are currently using. Ms. Garner stated that she taught 20 years and lives in North Caddo Parish; and she appreciates the fact that buses were available to pick up her children and bring them home when she was working. She questioned the possibility of outsourcing North Caddo Parish transportation and if it is that much more expensive to run these buses as it is to run those in the city; because if so, she believes the District needs to look at outsourcing the remaining District buses, as well as payroll, personnel, etc. She encouraged the Board to not make cuts/changes that will affect the students.

Kristy Cantor addressed the Board on the budget and that if we are addressing a deficit budget, the Board should not be spending money to look for a new superintendent when there are qualified people in Caddo Parish that know our students and our community. She also noted a typical planning period for her as a teacher and the work she also does at home without compensation. If the Board increases the class sizes and cuts into the teachers' planning time, it will see scores go down.

Jim Jackson asked why the Board is thinking about outsourcing buses in northern Caddo Parish, because contractors only look at numbers, but the ones that operate the school buses now know the children and love them. What class of people will be attracted to operate these buses when they will not be eligible for benefits? He said he understands the need to cut the budget, but when doing so you don't cut the strongest part from the budget (transportation of our children). He encouraged the Board to look closely at the budget and other areas of waste that can be eliminated, i.e. staff cars.

Erin Statham, kindergarten teacher, addressed the Board on the effects of raising the class size for Kindergarten and 1st grade, and the importance of laying a solid foundation at this young age. She encouraged the board not to increase the class size.

Theresa Arkansas stated she is aware of the trying times we are now experiencing and questions whether or not the Board is in collaboration with the Governor and the State Superintendent. She shared her concern that no one wants to listen and they only want to be heard on important education matters. She encouraged the Board to slow down, listen and do the correct thing.

Cleve Arkansas, teacher, stated that last year was a trying one because of the fight fought; however, it proved to be the right one since the Louisiana Supreme Court has ruled vouchers are unconstitutional, Act 1 was struck down and is being re-evaluated, the Legislature sent the budget back, and he questions why the Board is rushing to approve a budget when it does not know the full impact from Baton Rouge. He noted the three Rs – Rights, Responsibility and

Respect; and how the Red River United has provided support to the local School Board by supporting the recent bond issue and many other issues. He said it is their goal to make sure that Caddo's schools are high performing, all students successful and all students and employees are respected, and that students will not be successful if teachers are not allowed to have a time to plan.

Clifton Starks, Central Trades and Labor Council (AFL-CIO), stated that part of their mission is to support and promote programs for Caddo and Bossier Parishes and they recently supported the tax renewal. He also stated his support of all the speakers and what they were saying because there is no way you can increase class sizes, especially in Kindergarten through 5th grade, because of the learning mode they are in and the need for fewer students in the class in order to learn what they need and disciplined which takes more at that young age. He encouraged the Board to not make decisions on the budget that will punish the children. He asked the Board to remember its slogan "Creating World Class Schools for World Class Students." Mr. Starks expressed the importance of the support personnel because we rely on them for the students. He understands the need for a budget, but questioned why there was not a longer planning period for the budget. He also shared with the Board that its 12/12 Vision is very good and asked the Board to continue to move in this direction.

Kathy Parish, 27 year teacher in Caddo Parish, stated her belief that there is a conspiracy in Baton Rouge to destroy the public school system in Louisiana; but no matter what, she doesn't believe anything can replace the human touch in the classroom. She encouraged the Board when making decisions about the budget to be very careful and make wise decisions that will not directly affect the students (and cutting teachers, cutting planning periods, cutting aides, secretaries, school nurses, bus drivers, technology technicians do affect the students). Doing so will affect students' test scores. Ms. Parish also asked the Board to not cut the M&S money.

Shannon Sullivan read a statement from Ryan Williams urging the Board to carefully consider the decisions it will make relative to the budget and how it will affect the students.

Judith Jackson, bus driver, shared with the Board her experience in driving a special needs bus and that she believes if contract labor is used, this is not in the best interest and welfare for these students. She encouraged the Board to carefully and seriously consider this decision before voting on it and keeping the children number one in all decisions.

At approximately 6:23 p.m., President Ramsey called for a recess. The Board reconvened in open session at approximately 6:32 p.m.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

The superintendent highlighted items for the Board's consideration. President Ramsey recommended the following items as the consent agenda: 6.02, 7.01-7.02, 8.01, 8.05-8.08, 8.10, 8.12-8.15. *Ms. Priest moved, seconded by Ms. Bell, to establish the agenda and proposed consent agenda. Vote on the motion carried with Board members Crawford, Rachal and Armstrong absent for the vote.* The following is a summary of the Board's action on the Consent Agenda items.

Item No. 6

6.02 Personnel Transactions Reports – Certified and Classified. The board approved the personnel transactions reports for the period of March 22, 2013-April 18, 2013 as recommended by staff and submitted in the mailout. A copy is filed in the official papers of the May 21, 2013 CPSB meeting.

Item No. 7

7.01 Bids – Purchasing. The board approved the following bids as recommended by staff and submitted to the board on the bid tabulation sheets: (1) Area Wholesale Tire Co., LLC, totaling \$212.25 for recapping truck tires; (2) Lott Oil Company, totaling \$7.22 per gallon for the purchase of engine oil; (3) Smitty’s Supply, Inc., totaling \$5.81 per gallon for the purchase of antifreeze; (4) MB Supplies, Inc., totaling \$1,161.51 for the purchase of printer supplies for all schools; (5) Argus Fire & Safety, LLC, totaling \$19,400 for the purchase of Fire Alarm Systems Inspection; (6) C.F. Biggs Co., Inc., totaling \$1,268 for the purchase of M&S Digital Duplicator Supplies; (7) Gaylord Bros., Inc., totaling discount percentage of 20% for the purchase of Library Furniture, Supplies & Video-Catalogs; (8) Follett Library Resources, totaling \$80,700 for the purchase of Library Books; (9) Kincade Recreation, totaling \$25,135 for the purchase of Playground Equipment; and (10) Complete Collision Equipment, totaling \$35,394.30 for the purchase of Automotive Frame Rack for Caddo Career & Technology Center. A copy of the bid tabulation sheets is attached and made a part of the permanent file for the May 21, 2013 CPSB meeting.

7.02 Bids – Capital Projects/Construction. The board approved the following bids as recommended by staff and submitted to the board on the bid tabulation sheets: (1) Spectrum Painting, with a Base Bid, for the sum total of \$120,007 for Project 2013-211, “Woodlawn Cover Concrete Pad”; (2) KAN Contracting, with a Base Bid, for the sum total of \$133,500 for Project 2014-203, “Title IX Compliance at Green Oaks”; (3) Bowman Grading & Asphalt, Inc., with a Base Bid and Alternate 1 for the sum total of \$215,061 for Project 2014-211, “Summer Grove Paving Improvements”; (4) Camus Electric Co., Inc. with a Base Bid, Alternates 1, 2 and 3, for the sum total of \$674,630 for Project 2014-401, “Huntington Lighting Retrofit”; (5) ELA Group, with a Base Bid and Alternate 1, for the sum total of \$211,330 for Project 2014-212, “Captain Shreve Basketball & Tennis Court”; (6) Thomas Construction, with a Base Bid, for the sum total of \$195,000 for Project 2014-210, “Pine Grove Paving”; (7) Rimmer Electric, with a Base Bid and Alternate 1, for the sum total of \$180,200 for Project 2014-402, “Keithville Lighting Retrofit”; (8) HMR Electrical Contracting, with a Base Bid, for the sum total of \$468,000 for Project 2013-Q505, “QSCB2 Data Wiring & Security at Fair Park, Woodlawn, Booker T. Washington, Green Oaks, Huntington”; (9) Douglas Construction & Remodeling, with a Base Bid and Alternate 1, for the sum total of \$336,819 for Project 2014-208, “Broadmoor Paving”; and (10) Terry’s Roofing & Sheet Metal, with Base Bid and Alternate 1, for the sum total of \$487,000 for Project 2014-205, “Woodlawn Roofing”. A copy of the bid tabulation sheets is attached and made a part of the permanent file for the May 21, 2013 CPSB meeting.

Item No. 8

8.01 Pupil Progression Plan. Move to approve the Parental Review Committee for the 2013-2014 Pupil Progression Plan as submitted in the mailout. The members of the Parental Review Committee are: Angela Tappe, District 1; Gregory Young, District 2; Kierston Bell, District 3; Renae Harris, District 4; Karen Bell, District 5; Shelia Brown, District 6; Casaundra Callaway, District 7; Martin Poole, District 8; Jon Flair, District 9; Sharon Ketchum, District 10; Darryl Bailes, District 11; Betty Elias, District 12.

8.05 Group Cancer Plan. The board approved the premium adjustment effective August 1, 2013 for the group cancer insurance plan as recommended by staff and submitted in the mailout.

8.06 Requests for Use of Facilities. The board approved requests for use of Caddo facilities as recommended by staff and submitted in the mailout.

8.07 Sales and Use Tax Commission 2013-14 Budgets. The board approved the 2013-14 Operating and Capital Outlay budgets for the Caddo-Shreveport Sales and Use Tax Commission as submitted in the mailout.

8.08 Adoption of the Millage Rates for 2013. The board adopted the resolution approving the 2013 millage rates as recommended by staff and submitted in the mailout. A copy of the resolution is filed in the official record of the May 21, 2013 CPSB meeting.

8.10 Out of State Travel. The board approved the requests for out of state travel funded from the General Fund as recommended by staff and submitted in the mailout.

8.12 CPSB Student ID Badge Committee Recommendation. The board approved the ID Badge Committee's recommendation to set up and maintain a centralized printing station for ID badges as submitted in the mailout.

8.13 Recommendation from Audit Committee on Accounts Payable Department Internal Audit. The board approved the CPSB Audit Committee's recommendation to accept the internal audit of the Accounts Payable Department and to implement the recommendations of the internal auditor with a follow up review of those recommendations within 120 days.

8.14 Battle of the Border High School Football Showcase. The board approved the resolution authorizing C. E. Byrd High School to enter into the contract for participation in the "Battle of the Border High School Football Showcase" on September 13th and 14th and hosted by the City of Shreveport at Independence Stadium as recommended by staff and submitted in the mailout.

8.15 Revision to CPSB Policy IDDF. The board approved the proposed revisions to CPSB Policy IDDF "Seclusion and Restraint Policy" as recommended by legal counsel and submitted in the mailout.

WEST SHREVEPORT CONVERSION TO STUDENT SERVICE CENTER

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone until an appropriate committee is appointed assigned by the President the duty of reviewing all possible locations, even considering future school closings, and plan to bring back in March 2014.

Mrs. Crawley stated her agreement of the concept to sell Building 6 and move to a school location, but her disagreement because of some of the construction needs required to make this happen, as well as the parking when it will be necessary to transport persons to the building. Mr. White explained that the need to put filing cabinets on the 2nd floor is correct, but the plan always was to put the files on the ground floor level. He further explained staff is looking at parking for an additional 130 plus parking spaces, and the parking off-site is for CPSB employees when additional parents will need to visit the facility (timeframe of approximately 10 days). Mrs. Crawley asked if consideration was given to all sites including other school sites that may close. Mr. White said he is not aware of any additional anticipated closures, and based on staff's analysis, this is the only facility (approximately 5800 square feet, handicap accessible, on-site elevator) that best suits the needs of those campuses currently vacant and available. Mrs. Crawley asked if this went through the long-range planning committee? Mr. Ramsey said this was done long before the formation of the committee. Mrs. Crawley said she knows it was put before the board approximately 2 months ago, and Dr. Dawkins noted that this information was put before the board approximately 8 months ago. Mrs. Crawley said she doesn't remember having a site that long for consideration, and she likes the idea implemented by President Ramsey to place all the information before the Committee before the Board votes on it.

Mr. Hooks noted his concern that the Board is talking about spending money it does not have. Knowing that there is a wait for everything to sell, he asked how long did it take to sell Laurel Street? Mr. White said it took approximately 8 months from the time staff began the bid process. Mr. Hooks stated he doesn't have a problem with what is being recommended, but he does have a question about the amount of money being spent for renovations. Mr. White stated staff

believes it did an adequate job in determining the budget in order to bring the proposal to the Board for consideration. Mr. Hooks asked what will happen if it does not sell, because when you spend \$2,650,000, he believes it should be reconsidered. Mr. White explained the purpose to create a one-stop shop for parents with everything in one place. Mr. Hooks stated that when J. S. Clark was renovated and the Board approved a certain amount of money, did staff come back to the Board and ask for additional monies to complete the project? Mr. White responded staff never came back to ask for additional monies. An additional project was added for safety reasons to separate the cars from the buses, which is what staff is attempting to do on any campus possible because a single loop creates safety concerns, but staff stayed within the ballpark amount presented to the Board. Mr. Hooks asked if \$2,600,000 is an “exact” or a “more or less”, and Mr. White responded it is an opinion of probable cause and not a hard bid from a contractor because at this time there are no plans, specifications, or contractor to price the project.

Ms. Priest moved, seconded by Mr. Pierson, to convert West Shreveport from an elementary school to a student service center which will house Special Education, Special Services, Homeless, and Attendance as recommended. Ms. Priest said for many years the Board has discussed Building 6, its location and options. She noted staff made a detailed presentation and the Board was allowed the opportunity to ask questions about the plan and configuration of renovations to West Shreveport and she believes it will accommodate the personnel to be housed in one location and better accommodate the parents and students. Ms. Priest said she believes this is a worthwhile utilization of Caddo’s capital projects fund and is something that will better serve the students in the heart of the community. Mr. Pierson noted this comes out of capital projects and not General Fund; and when the presentation was made, no one had anything additional to say following questions, and this is a better way to provide a one-stop for parents. Based on that, he questions why we are now wanting to question this opportunity to better serve parents and students as well as make use of one of the vacated buildings.

Mr. Riall asked if we have an appraisal on Building 6 and Mr. White stated we have received an appraisal and it is approximately \$2.6 million and discussion was held on if we repaired the parking lot, the District could look at adding \$3-\$5 a square foot and staff is looking at what those costs will be and if it is in our favor to make these corrections.

Ms. Trammel encouraged Board members if they have ever been at Central Office during the opening of school when the Board Room is filled with parents, some disgruntled, trying to get students enrolled, transferred, determine transportation options, free lunch options and everyone can hear personal dialogue with staff, they would believe a “center” would definitely be an asset for the parents and students.

Ms. Priest moved, seconded by Mr. Pierson, to call for the question on both motions on the floor. Vote on the motion carried with Board members Green and Crawley opposed.

Vote on the substitute motion to convert West Shreveport to a student services center carried unanimously.

REQUEST FOR LONG-TERM USE OF OAK PARK ELEMENTARY

Ms. Priest moved, seconded by Mr. Hooks, to approve a 99-year lease agreement to allow the Housing Authority of the City of Shreveport to occupy Oak Park Elementary for housing and housing-related services as recommended staff and submitted in the mailout. Mrs. Crawley asked if an email was sent out that this was already in the budget for the demolition? Steve White responded that he did not send an email and it is in the budget. *Vote on the motion carried with Board members Riall, Pierson, Crawley, Hooks, Trammel, Priest, Rachal, Ramsey and Bell supporting the motion and Board member Green not voting.*

REQUEST FOR HEARING IN ACCORDANCE WITH CPSB POLICY GBCB-R

Mr. Riall moved, seconded by Mrs. Bell, to deny the employee's claim for a full appeal hearing. Vote on the motion carried with Board members Riall, Green, Pierson, Trammel, Priest, Ramsey and Bell supporting the motion and Board members Crawley, Hooks and Rachal opposed.

REQUESTS FOR USE OF SCHOOL BUSES

Ms. Priest moved, seconded by Mrs. Bell, to approve the requests for use of CPSB buses as recommended by staff and submitted in the mailout. Vote on the motion carried with Board members Green and Trammel abstaining.

SUPERINTENDENT'S REPORT

Dr. Dawkins announced he is waiting for the state assessment report and will bring an update to the Board. At this time the information is embargoed until the accurate report is received.

EXECUTIVE SESSION

Mr. Pierson moved, seconded by Ms. Priest, to accept staff's recommendation regarding student KK as submitted in the mailout. Vote on the motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

President Ramsey asked the Board members to complete the request forms and send them in to the Superintendent's Office.

Adjournment. *Mr. Pierson moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:10 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

May 23, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, May 23, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, and Dottie Bell. Mr. Ramsey announced that Board members Crawford and Armstrong were absent. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Ms. Trammel led the prayer and Pledge of Allegiance.

VISITORS

Jackie Lansdale, Red River United, announced that the Legislative Session will end June 6th and that during the process, a lot of organizations have worked very hard to recoup any and all money possible to the local districts. She announced that the MFP will revert back to the 2011-12 year, and because Caddo had approximately \$201 million budgeted and currently has approximately \$198 million, that represents \$3 million, which does not include the money from last year or the voucher money. She also stated that the Louisiana School Boards Association has really stepped up in their efforts to get the 2.75% growth monies back into the local coffers. In anticipation that we will know how much the district will receive by June 6th and the millions of dollars that will be coming back to Caddo, she said this time should be a celebratory time for everyone and encouraged the Board to wait and see all the funds before decisions are made. Regarding the planning period issue, Ms. Lansdale explained that there has always been a policy for elementary teachers and shared the history of this policy's implementation of 30 minutes a day. For middle and high school teachers there has never been anything in policy and there has never been an issue, until now. She said while there was no reason to spend money to go to court in the past, she believes there is reason to do so now, because the statutory limits say 45 minutes per day or the cumulative effect (225 minutes) of that per week; and if the District infringes on this, they will go to court. She noted that despite what the Board's attorney has said, MFP is how the District gets its funds from the State and is fully funded; and in this context, is where the argument will be. Also, to those who never stand up for individual people but for the rights, the laws, the rules, the policies that will protect the employees; the Board does not have the right to give these away.

Heather Middlebrooks, Secondary Social Studies teacher at Woodlawn, clarified some of the assumptions about her position. She shared with the Board an outline of her typical day at school and at home, and also shared a poem one of her students wrote for her because they felt she was pretty stressed. Mrs. Middlebrooks shared how the modified block will affect her schedule, her class sizes and the potential she believes it has to make her a bad teacher.

Bert Algood, teacher at C. E. Byrd, addressed the modified block and if implemented what he will do and what he will not do (he will not tutor before or after school or during his planning period, he will not grade homework assignments, because tests will be all he has time to grade, and they will be multiple choice, he will not tutor for the ACT, no partial credit, etc.). Because the schedule has been changed three times over the past three years, he encouraged the Board to carefully look at what schedule is best for the students and do that schedule.

Ryan Williams, drama teacher at C. E. Byrd, stated that while some believe a planning period is a perk, that is not true and it is time that is most important to teachers. He shared some of the many things he does during his planning period and offered suggestions to the Board of ways to cut the \$21 million deficit, i.e. have a long range plan, make each department cut from their budget, assess and reassess, work smart, not hard; no ½ full buses; look at policies for someone

coming into Caddo and retiring after three years with full benefits, because if these issues are not addressed, the same thing will continue to happen year after year.

Jon Glover, employee, implored the Board not to adopt this budget because there are fewer persons in attendance at today's meeting. With it being the last day of school, many who would be in attendance are not today; and asked the Board to make every effort to appreciate the comments of the speakers on Tuesday as well as today. The Board was encouraged to weigh every issue and make certain the budget put into place will mirror supporting educating every child in Caddo Parish adequately.

Cleve Arkansas, teacher, shared his belief that this is a sneak attack to do away with the teacher's planning period; and asked the Board to remember the 3 Rs – rights, respect and responsibilities. He shared how he feels about the possibility of the Board taking away his planning period, and that he doesn't believe he can be the best that he can be for the students if he does not have this time to plan. He also addressed the amount of time a teacher spends just doing the required paperwork and encouraged the Board to look closely at the budget and how decisions being made are affecting the students.

Theresa Arkansas read a statement on behalf of a co-worker who shared why she chose to go into teaching. She stated that the threats to cut the planning periods, reducing personnel and increasing class sizes have created negative attitudes and fears of losing one's job. She shared she wants to teach and make a difference and warned the Board that some of the proposed changes will build a work force made up of people that only want a teaching job so they can have summers off and a paycheck.

Summer Lolly read a letter from a 4th grade teacher regarding the class sizes and the increase in the staffing ratio. With 4th grade being a crucial testing grade and because as a teacher she will be evaluated on her ability to effectively reach all students, adding this one child to the class size can make a great deal of difference in a child in need of remediation being able to gain all they can from the learning environment. Small groups are very important to remediation and most 4th grade classrooms already have 26 students, making it more difficult to rotate among the small groups. She said overcrowded classrooms are not in the best interest of the students and oftentimes lead to other issues, i.e. discipline, referrals, etc.

Frederick Howard addressed the Board on the planning time and the problems if teachers do not have time to plan and work together on an effective plan. As a Special Ed teacher, he noted the amount of paperwork required and it is apparent that many Board members have not been in the class to observe what takes place. He also referenced the Corrective Action Plan (CAP) which requires a lot of paperwork and encouraged the Board to seriously think through their decision relative to taking away any planning time.

Shannon Sullivan read a letter from a teacher stating concerns and that she is not present to share the comments because she fears retaliation from her principal. She referenced the possibility that the Southwood teachers supported eliminating the planning period and that the scheduling template used by her principal is now being used for all schools in Caddo Parish. She stated that teachers do not support this proposal and she believes it is preposterous to think that eliminating a planning period will help teachers or students. The truth is their jobs were threatened and the Southwood teachers were told to support the elimination of the planning period. She said she believes if the Board were to survey teachers, it would learn that no one supports this proposal.

Latasha Washington, parent of two Caddo students, encouraged the Board when making decisions about the staffing formula to look at the children; because she believes great teachers need planning time, and she encouraged the Board to not support removing any planning time.

REVISIONS TO CPSB POLICY GCA – PROFESSIONAL STAFF POSITIONS (SCHOOL STAFFING FORMULA)

Dr. Dawkins introduced Kathy Gallant, director of professional development, who shared with the Board the proposed revisions to the CPSB Policy GCA and how the information previously presented has been placed in a new format which she believes more easily explains the various block formats. Mrs. Gallant reported that for the high schools, they now offer the AB Block; and if the District stays with the current block format, there will be no positions reduced and teachers will teach six of eight classes and there will be no cost savings. The planning periods will allow 90 minutes per day and 30 minutes for lunch. She further explained that if the District converts to the modified block schedule, 69 positions will be reduced and teachers will teach 7 of 8 classes at a cost savings of \$4.8 million. Teachers will have 90 minutes every other day and 30 minutes for lunch. If the District went to a seven period day, the ratio will be 23:1 staffing, 83 positions will be reduced, teachers will teach 6 of 7 classes and the cost savings would total approximately \$5.8 million. This schedule allows for a teacher to have a 45-minute planning period each day and a 30-minute lunch.

Regarding rounding K1 will reduce 29 positions representing \$2 million in savings; and if the 4-5 grade class is left at the 25:1 there will not be any cost savings and if the District moves to 26:1, it will reduce 9 positions representing approximately \$.6 million in savings.

Dr. Dawkins also announced that staff's recommendation will be accomplished without any layoffs and Mrs. Gallant continues to work on the days that the 90-minute planning period is not available and how some time can be allotted on those days, since there is no current policy on planning times for high schools.

Mr. Riall asked for clarification and if a motion needs to be on the floor before discussion can take place. Mr. Ramsey explained that since this is a presentation, he will allow questions about the presentation. Mr. Riall asked if the presentation is something the Board will be voting on today, and Mr. Ramsey clarified the Board will be voting today on the staffing formula. Mr. Riall asked about the reduction of teachers at North Caddo High School from 22 regular education teachers to 11, and how four major classes can be taught to four grades with a staff of 11. Mr. Rachal called for a point of order as there is not motion on the floor. Mr. Ramsey again stated that he understands that, and the questions should be directly related to the presentation.

Miss Green asked staff to restate the comments about the modified block and teacher planning periods. Mrs. Gallant explained that the modified block allows for a 90-minute planning period every other day and a 30 minute lunch every day. Regarding the AB Block, Miss Green asked about the planning time, and Mrs. Gallant responded teachers had 90 minutes every day.

Mrs. Crawley asked why we are considering the modified block schedule. Mrs. Gallant said in order to save money in the budget.

Mr. Hooks asked about Dr. Dawkins' statement that we are not looking at any layoffs, and Dr. Dawkins said that is correct. Mr. Hooks asked if there will not be any positions reduced by the change to the modified block and that classes taught for a seven period day and the ratio is 23:1. Mrs. Gallant explained that the 23:1 ratio is how the school is staffed. Mr. Hooks asked where will we save the most dollars. Mrs. Gallant said under the seven period day. Mr. Hooks asked if he understands correctly that with the seven-period day a teacher would receive a 45 minute planning period and Mrs. Gallant said that is correct. Mr. Hooks stated he does not understand why we continue to kick the can down the road.

Dr. Dawkins stated that more people will be displaced (moved to another location).

Ms. Trammel asked how 90 minutes every other day will work, and Mrs. Gallant explained that Caddo is on a rolling block which means if “A” is this Monday, “B” will be next Monday, so one week teachers would have three planning periods and the following week, they would have two planning periods.

Mr. Pierson asked how many classes will students have the opportunity to take under the seven-period day, because he understood that to offer the eight periods in a year afforded students to pick up additional courses, so if the Board moves to the seven-period day, in addition to displacing 83 positions and having six classes, how many extra classes/credits will students be able to get. Mrs. Gallant explained that at this time students must have 24 credits to graduate and under the modified block, they will be able to earn 32 total credits. Under the seven period day, students will be able to take seven credits a year which totals 28 credits and four extra credits.

Mr. Rachal referenced comments by the superintendent and that on the days teachers do not have a scheduled planning period being able to do something to allow the teachers some planning time, and asked what is expected of teachers during a planning period, because to him “planning” appears very generic. He also asked about ideas on the table for doing something on these days? Dr. Dawkins reiterated Mrs. Gallant’s comments about the modified block being a “rolling” block, and staff is attempting to carve some time from the day that does not have a 90-minute planning period to give the teacher some planning time. Dr. Dawkins also explained that staff first must carve out the time; and while it may not be the full 90 minutes, staff is looking at finding whatever is possible and still meet the required number of instructional minutes.

Mrs. Gallant stated that staff has looked on-line to see what other districts are doing and one of the options is creating some instructional time periods that are not for credit at the high school level where students could conduct club meetings, makeup work, etc. However, at this time, she explained she has not seen this work in reality and would need to talk to personnel in those particular districts to determine how it may work. Mr. Rachal asked about others, and Mrs. Gallant responded that is the only one at this time, but staff is continuing to search for other options.

Mrs. Bell asked staff to verify that she understands correctly that there will be no layoffs, but employees may be placed at other sites. Staff responded that is correct. Mrs. Bell asked about the AB block and if she understands that teachers on this schedule had 90 minutes for planning each day as well as 30 minutes for lunch? Mrs. Gallant responded that is correct. Mrs. Bell asked for permission to ask principals some questions, and Mr. Rachal called for a point of order because this is a presentation and the Board is asking questions, and Mrs. Bell said that is correct and she has a question for principals the same as Mr. Rachal asked Mrs. Gallant a question. Mrs. Bell asked Mr. Roberts about the modified block with 90 minutes every other day, and 30 minutes for lunch, and what will principals do to give teachers a little time on those days that 90 minutes planning time is not in the schedule? Mr. Roberts responded that staff can look at the required number of instructional seat time minutes and, because he believes the current scheduled seat time exceeds what the state requires, some of the minutes could be carved out of the schedule for some planning time on the off day. Mrs. Bell asked Mr. Roberts if he will be getting together with his team to find this time on the days that a teacher only has the 30-minute lunch time, and Mr. Roberts said since that has been posed to them today, he is saying they can look at doing it. Mrs. Bell asked Marvin Alexander if that is something he can also do at his school? Mr. Alexander responded that, in response to Mr. Hooks question, he does not have a problem with the seven-period day, but must take into consideration with the 7-12 configuration the number of times the bell will ring in a day, which means the number of times students are changing classes. He further stated that when first beginning to look at this schedule, he wanted to cut as few staff as possible, and reminded everyone that Caddo is celebrating an increased graduation rate because of the block schedule. Mr. Alexander also stated that they understand the teachers need their planning time; and wishing that everything could stay the same, reality is

something has to be cut. He encouraged the Board to remember the 7-12 configurations when making the decisions. Mr. Roberts also shared that in the School Performance Scores, their graduation cohort was 25% as well as their graduation index rate; and if a seven-period day is implemented, it will be cutting our legs out from under us. He also noted that under the block schedule teachers had a 90-minute planning period every day, but going to a seven-period day, teachers will go to a 45 minute planning time. Mr. Roberts also explained that this was proposed to his staff and they support it; and he added that on the Block schedule, they teach classes 1-4 on the "A" day and classes 5-8 on the "B" day so he does not understand why a planning period is needed every day when teachers are teaching the same subject back to back.

Mrs. Bell apologized, but the reason she picked the two principals she did is because one is 9-12 and the other is 7-12. Mr. Hooks called for a Point of Order and President Ramsey stated that the discussion on this presentation is complete, and Mr. Hooks again called a Point of Order because he does not understand the superintendent's statement that these were the principals he brought to the meeting to answer questions. Mr. Ramsey said they were a part of the presentation, and Mr. Hooks asked about the other high school principals. Mr. Ramsey stated that the Point of Order is denied. Mr. Abrams clarified that, in answer to the questions relative to the planning period, the State Statute states the provision for a planning period is subject to the availability of State funds for this purpose. He also added that Bulletin 741 states that it is subject to the availability of State funds for this purpose the LEA shall provide a minimum of 45 minutes planning time or its equal equivalent and a minimum of 30 minutes for lunch each day. With the comments made that this is part of the MFP, Mr. Abrams further explained that he contacted the State Department as well as the District's previous general counsel regarding planning time, and it was reported that the Statute was enacted in 1988 and at that time the elementary schools had 30 minutes planning time and 30 minutes for lunch, and Caddo Parish approved a policy to this effect. In 1999, he reported that the Statute was amended to provide for planning time for after the 2000-2001 school year if State funds were available for this purpose. The State Department's attorney also informed him that it is not mandated by the State because they don't consider it as funded by the State and that it is done all across the State in different ways and is paid for by local funds. Mr. Abrams said while it is a good thing to do, the Statute does not mandate that it is done.

Ms. Priest moved, seconded by Mrs. Bell to approve revisions to CPSB Policy GCA Professional Staff Positions (School Staffing Formula) to include a planning period of 90 minutes every other day and on the days of the week where there are only two 90-minute planning periods, the administration will allow a minimum 15 minutes planning time per day with no less than 225 minutes of planning per week.

As a point of personal privilege, Mrs. Crawley asked the Board to apply the Golden Rule at the Board level as is done in personal lives and not call for the question. With this being the only item on the agenda, and it being a very passionate item and decision, she hopes every Board member is given the courtesy of fighting for their philosophy and not be interrupted when speaking. She also expressed appreciation to all employees that took the time to speak to the Board on this matter.

Ms. Priest stated that the Board Attorney reminded her that her motion does not reference the modified block and she restated her motion to approve revisions to CPSB Policy GCA Professional Staff Positions (School Staffing Formula) as recommended by staff to implement the modified block configuration, reducing 69 positions, and seven classes taught, at a cost savings of \$4.8 million, planning period of 90 minutes every other day and lunch 30 minutes; at the elementary schools, revisions will include K1 1:22 rounded, reducing 29 positions, and cost savings of \$2 million; grades 4-5 will be staffed at 1:26, reducing 9 position, and a cost savings of \$.6 million; and currently included in the 2013-14 proposed budget and that a planning period of 90 minutes every other day and on the days of the week where there are only two 90-

minute planning periods, the administration will allow at a minimum 15 minutes of planning time per day with no less than 225 minutes of planning per week. Mrs. Bell seconded the motion.

Ms. Priest stated that she believes the motion will give the students the modified block without laying off any employees. She said she realizes no one will be 100% happy with everything that is needing to be done and the Board is trying to hold the District together. Mrs. Bell said she is for saving money; and she wants to clarify all the rumors about layoffs, because the Board is not talking about doing anything to layoff any employees. She also reminded everyone that this is the same argument every year; and that with the committee structure in place, she encouraged the Board President to ask the committee to look at what is in place and maybe propose a policy to address the planning period on the alternate days so teachers do have the needed time for planning.

Mr. Hooks said it is not only about the children, but it is about the teachers; because if a teacher does not have a planning period, the teacher will get burned out. He also asked what is more important, the bell ringing and classes changing or the children in the classroom getting proper instruction. For him, he believes it is the children in the classroom getting proper instruction, and also that the 7th and 8th graders should never be on the high school campus.

Mrs. Crawley moved, seconded by Mr. Rachal, to continue with the current staffing formula and the AB Block and that we enter into an intensive budget program/meetings with the President assigning a committee or a budget program to look for other places to cut more than \$4.8 million. Mrs. Crawley stated that principals have testified that the AB Block is what is best for the students and they attributed it to students having the opportunity for 32 classes/credits; and the teachers also have 90 minutes planning time. She referenced the information placed at Board members' stations which indicates 50 positions that can be cut and it would save \$3.5 million, and these positions are those that do not give grades. She also added if you add to that \$100,000 from travel, \$60,000 from the cafeteria, some from transportation, some from the clerical pool, this is getting close to the \$4.8 million and she believes it can be done and not affect the classroom. Mrs. Crawley added that principals did not object to the modified block schedule, but she recalls when attending classes on how to be a principal in Caddo Parish that you should not start thinking this is the right thing to do, this is the wrong thing to do, this is what is best, this is what is not good, but you should be a good administrator in Caddo Parish and do as you are told. She also announced that she will be bringing a motion soon that the schedule is set in February and not May. Mrs. Crawley said she believes we can find \$4.8 million because the State will also be giving money back to the districts.

Mr. Rachal stated that the lack of planning on my part does not make it a sense of urgency on someone else's part to get something done. He referenced the May 14th budget work session and the revised 2012-13 budget indicates a \$10,275,000 undesignated ending balance and the starting 2013-14 budget indicates a \$21.5 million ending undesignated balance, indicating a \$10 million positive variance from what was thought for the year. David Hennigan explained that the \$21.5 million is an estimate of the ending balance and the \$10 million ending balance is the budgeted ending balance which is the legal appropriation to spend funds. Mr. Rachal asked if staff is confident that we will have \$21.5 million rather than \$10,275,000, and Mr. Hennigan stated that is staff's estimate, because we have been very fortunate in the past to come in under the estimate. Mr. Rachal asked if, based on the track record, staff sees it changing? Mr. Hennigan responded that it is hard to tell at this point. Mr. Rachal stated that Mr. Lee noted at the last work session that Caddo has always been conservative and he plans on continuing to be conservative, and Mr. Rachal stated his agreement with this. Mr. Rachal said he only wanted to note for the public's information the \$10 million positive variance from the original budget. Mr. Rachal also reported on the number of phone calls and emails from parents and teachers stating they want the AB Block; but now the Board is discussing changing what they believe has resulted in student improvement to something that will have a negative impact on the students. He shared his

agreement with Mrs. Crawley, and he would like to know what the principals and directors expect teachers to do during a planning period. Mr. Riall called for a Point of Order and the motion on the floor is to keep the current AB Block schedule. Mr. Ramsey upheld the Point of Order and the questions and discussion should be about the motion on the floor. Mr. Rachal stated that in discussing the motion on the floor regarding the AB Block, part of the discussion is the planning period which is a part of the AB Block. Mr. Ramsey stated his understanding, but the motion is whether or not to support keeping the AB Block schedule as it is. Mr. Rachal asked that a school director explain the reason for the planning time. Jeff Roberts shared how Southwood's Master Schedule is set up on the AB Schedule and how their planning time is used for team planning, EOC planning, analysis of student performance, continued content planning with partner, Benchmark assessments, etc. Mr. Rachal asked if teachers are expected to grade papers during their planning time? Mr. Roberts explained the program *All in Learning* purchased by the school which allows teachers to grade all their papers with I devices which allows them instant grades from a student, item analysis, compare class to class, block to block, and teacher to teacher to get immediate feedback to be used to analyze and make data driven decisions to adjust their instruction. Mr. Rachal asked what else is expected from teachers during the planning block? Mr. Roberts again stated they are to meet with team members, analyze students on a weekly basis (determining where the grades are from week to week and progress), and develop content and lesson plans with their partner teacher. Mr. Rachal asked if teachers are expected to call parents, and Mr. Roberts said his teachers do call parents either before school, after school or during planning time. He also explained that some teachers have voluntarily given up planning periods to do EOC remediation, tutoring before and after school. Mr. Rachal asked Mr. Roberts if he believes it is better to have the planning time as is currently in the schedule? Mr. Roberts said the current schedule is effective in student achievement; however, it is not effective budget wise. Mr. Rachal asked if this could have a negative impact on students, and Mr. Roberts stated he believes it will have the impact that the teachers allow it to have. Mr. Rachal stated that everyone needs to realize there are going to be changes in how we handle our budget from this point forward, especially as it relates to the District's contribution to health benefits. Mr. Riall called for a Point of Order as the comments are not relative to the motion on the floor. President Ramsey asked Mr. Rachal to make comments relative to the motion on the floor. Mr. Rachal continued his comments by stating that he doesn't believe everything possible has been done to impact the budget and stop these changes. Mr. Riall again called for a Point of Order. Mr. Rachal stated that he doesn't think we are giving our teachers enough time to plan and prepare for this change and adjustments. He added the State requirements and mandates he believes will have a negative impact on our children's education, as well as he believes the choices the Board will make today will impact the students; and if a decision is made that negatively impacts our students it is only opening the door a little more for the Department of Education, Superintendent John White and Bobby Jindal. Also, he said he believes it was the community as a whole that supported the Board in its recent request for tax renewals, which is an indication of their trust. Mr. Ramsey stated that the comments are not pertinent to the motion on the floor. Mr. Rachal asked the Superintendent if the voters showed their evidence of support?

Mr. Riall asked if the staff recommendation is for the modified block and staff confirmed that is correct. He also asked about the fact that North Caddo has 22 regular education teachers, but if the modified block is implemented that number will be reduced to 11 regular education teachers. He asked how could this be when the Board has not voted on anything. Dr. Dawkins responded that no one has told them that; however, staff has discussed with principals the implication for the change in the schedule. Mr. Riall said the high school in the northern part of the parish is small and it has students attending from the Arkansas line and Texas line, so this school needs to remain open; however, if teachers are cut to 11 core teachers, how will they be able to teach what they are required to teach? Dr. Dawkins explained that part of the deliberations has to do with the different sizes of the schools, some very large and some very small, and some believe fair is the same for everyone; and North Caddo is a school with a different configuration and this many

would not be fair for this school. Staff is continuing to work through these. Mr. Riall asked if the Board approves the modified block, will they have enough teachers to handle all the classes? Dr. Dawkins responded there has to be a full schedule of Core classes; but there may be fewer than before.

Ms. Trammel asked if the Board supports the AB Block and leave out the ratios, will the configurations for elementary scheduling, what will be the next step in order to have a balanced budget? Superintendent Dawkins said if the Board maintains the AB Block, there will be a need to go back to the budget and make the cuts elsewhere, and staff will bring recommendations back for the Board's consideration. Ms. Trammel stated her understanding of the comments made and she understands the need for a planning period each day; and asked if the configuration presented is the only one to be considered and save the AB Block. Dr. Dawkins explained that what has been presented is the modified AB Block and is the more efficient in allowing the students more opportunities and keep as many staff members as possible. Ms. Trammel added that she knows the Board will never please everyone, but in order to come to an understanding, it is important to provide a planning time everyday for the teachers and to provide the needed extra courses for the students and asked if there is anything else staff can look at? Dr. Dawkins responded that staff continues to look at possibilities; however, staff's recommendation is the closest to getting to a balanced budget than any other thing looked at.

President Ramsey again encouraged Board members to keep comments to the motion on the floor.

Miss Green stated her belief that Mrs. Crawley's motion is consistent; and asked if she remembers correctly that before the District went to the AB Block, it had a different schedule in place. She stated this is changing too much and believes it is necessary to stick with one thing and she believes the AB Block should remain in place.

Mr. Hooks asked if Mrs. Crawley's motion affects the staffing formula and what is the student teacher ratio for 4th grade? Dr. Dawkins responded it is 25:1. Mr. Hooks asked the superintendent the ratio for 8th grade; and Mr. Lowder responded 25:1 for 8th grade and the ratio for 9-12 grades depends on the size of the school. Mr. Hooks stated these grades are crucial grades and it is important to be mindful of the size of these classrooms. He said he understands how a school can gain (improve) when you have 620 students as opposed to Fair Park with 1,134, Huntington, 1,084 and Woodlawn with 1,080. Also, Southwood doesn't have 7th and 8th graders, but the enrollment is 1,254; and while he can understand what the two principals speaking want, it is important to look at the numbers.

Mrs. Crawley added that she believes her motion will keep things the way they are; and this came up when going through the budget work sessions because she believes it is the easiest to cut at the school site. She believes \$4.8 million can easily be found without making these cuts, and she believes the state will be returning this money to the District which will help balance the budget.

Mrs. Bell asked if we stay with the AB Block and there is no cost savings, does this mean we will go back and find the money we need in the budget by cutting elsewhere? Dr. Dawkins said that is correct and something else will have to go. Mrs. Bell noted the complaints for the \$200 teachers receive for supplies. Mr. Ramsey asked Mrs. Bell to keep her comments to the motion on the floor (AB Block). Mrs. Bell asked if the District does not do anything with the AB Block, will this mean the 90 minutes a day and 30 minutes will continue as it has done? Mrs. Bell asked if the modified block was introduced to save some positions, and Dr. Dawkins explained that some employees may be displaced. Mrs. Bell asked Dr. Dawkins to look into the possibility on the days when there is not a 90-minute planning period, if staff can look to add at least 45 minutes and 22 minutes to the lunch schedule? Dr. Dawkins responded he will look at this

suggestion. Mrs. Bell also shared that the only parental concern about the AB Block would be if their children's needs were not addressed, and asked if a survey was done relative to the needs of the students. She also asked if the modified block can be done this year without meetings being held to determine what is best for the students. She also reminded Miss Green and Mr. Riall of the possibility that the District may get some money back from the state, but this may work against us in the future. Mr. Ramsey reminded Mrs. Bell to stay on track with her comments. Mrs. Bell said whatever the Board decides someone will be mad, because the District will need to go somewhere else to get this money. Mrs. Bell said if the money is not saved through the AB Block, she reminded every board member to understand the money will come from somewhere else in the budget. Mr. Ramsey called for order in the board room as Mrs. Bell has the floor and there is too much conversation in the audience and around the horseshoe. Mrs. Bell encouraged the Board to support the modified block until the money is in the budget to offer something more for the students.

Mr. Pierson said his concern is from Day 1 when the Board began discussing the budget, the Board began discussing the cost of AB Block. He shared his concern and asked the superintendent the cost of the AB schedule? With the need to find \$9 million somewhere in the budget, and he is saddened to hear a retired teacher say to him what he will not do; and he encouraged the Board to support the modified Block schedule as the best option for the Boys and Girls in Caddo schools and he supports the teachers in this option. Following four or five budget meetings, Mr. Pierson stated that no one has been able to find the \$9 million; so in order to find it, someone may lose their job and this is an effort to balance the budget and maintain as many positions as possible with no layoffs.

Mr. Rachal asked if staying with the AB Block versus going to the modified block we have a real count of the impact at each school? Dr. Dawkins responded staff does have some scenarios, and Dr. Robinson verified the HR staff does have that information. Mr. Kennedy stated that the number of teachers now versus the proposed change would be Byrd going from 100 to 92 teachers; Caddo Magnet from 59 to 54; Captain Shreve from 60 to 56; North Caddo from 22 to 17; Northwood from 48 to 45; Southwood from 61 to 57; Fair Park from 44 to 38; Green Oaks from 30 to 23; Huntington from 38 to 35; Booker T. Washington from 33 to 25 and Woodlawn from 39 to 34. Mr. Rachal asked about the comment made by Mr. Roberts that under the AB Block there are 8,100 minutes. Mr. Roberts responded that he would need to verify the minutes required by the State and determine how many minutes are actually built in the calendar to determine how minutes can be carved from the schedule for planning. Under the modified, Mr. Roberts stated there may be an opportunity for teachers to team teach as long as they are creative in linking electives simultaneously 45 minutes for each teacher and allowing each teacher 45 minutes of planning; however, it is these details that he and staff have not had an opportunity to look at more closely as possibilities.

Ms. Priest stated that when the Board began the budget work session, the Board knew there was a budget deficit and that adjustments needed to be made in the way the District was conducting business. She said she believes the Board has no choice but to do some cost savings and no matter what is anticipated from the State Department, these resources are not necessarily allocated and we don't have the money at this time. She also stated that the Board will be addressing benefits at some point in time, but the modified block states that between 3 and 8 positions in each high school. Also, there are 90 minutes every other day and under the AB there is a total of 450 minutes and there must be some type of compromise because no one will get everything they want, leaving some people unhappy. With 6,000 employees in the District, Ms. Priest said some people will not be happy. The Board will have to look at the big picture and not specifics relative to positions and people, but to look at the District picture as a whole and fulfill the fiduciary responsibility to make sure the District is not in the red. She reminded everyone that the Board is not laying off anyone, but things are tight and people are hurting; however, the Board must do some things to address these issues. Since the principals need to be staffing for

their schools, it is important that principals know how many teachers they will be allotted. She believes this is a compromise because the Board cannot nickel and dime \$21.5 million, and especially when 80% of the budget is human capital. To her, it is what is in the best interest of the Caddo Parish Public School District and for the children.

Ms. Trammel moved, seconded by Mr. Hooks, to call for the question on both motions on the floor. Vote on the motion to end debate carried with Board member Rachal opposed.

Vote on the substitute motion to continue with the current staffing formula and AB Block scheduling as the 2012-13 school year and enter into an intensive budget process immediately. Vote on the motion failed with Board members Riall, Green, Crawley, Hooks, and Rachal supporting the motion and Board members Pierson, Trammel, Priest, Ramsey and Bell opposed.

Vote on the main motion to approve revisions to CPSB Policy GCA Professional Staff Positions (School Staffing Formula) as recommended by staff to implement the modified block configuration, reducing 69 positions, and seven classes taught, at a cost savings of \$4.8 million, planning period of 90 minutes every other day and lunch 30 minutes; at the elementary schools, revisions will include K1 1:22 rounded, reducing 29 positions, and cost savings of \$2 million; grades 4-5 will be staffed at 1:26, reducing 9 position, and a cost savings of \$.6 million; and currently included in the 2013-14 proposed budget and that a planning period of 90 minutes every other day and on the days of the week where there are only two 90-minute planning periods, the administration will allow at a minimum 15 minutes of planning time per day with no less than 225 minutes of planning per week and no layoffs failed with Board members Pierson, Trammel, Priest, Ramsey and Bell supporting the motion and Board members Riall, Green, Crawley, Hooks and Rachal opposed.

EXECUTIVE SESSION

Litigation Update – Grayling Taylor v. Caddo Parish School Board, No. 11-08553, Office of Workers Compensation, State of Louisiana. *Mr. Riall moved, seconded by Ms. Trammel to go into executive session. After conferring with the attorney, Mr. Riall agreed to withdraw his motion to go into executive session and Ms. Trammel agreed to remove the second. Mr. Pierson moved, seconded by Mrs. Crawley, to approve the attorney’s recommendation for resolution of the claim. Vote on the motion carried unanimously.*

Adjournment. *Ms. Priest moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:10 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

May 29, 2013

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 Wednesday, May 29, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mr. Riall led the prayer and Pledge of Allegiance.

Point of Personal Privilege. Board member Priest read the following resolution in honor of Mrs. Mildred B. Pugh, former CPSB member for District 5, upon her passing:

Whereas, Mrs. Mildred B. Pugh retired from the Caddo Parish School System following 25 years of service as a teacher and assistant principal at Carver Elementary, Walnut Hill and Woodlawn High School; and

Whereas, Mrs. Mildred B. Pugh was elected to represent District 5 on the Caddo Parish School Board from September 15, 1982 through December 31, 1990 and from August 3, 1994 through December 31, 2001; and,

Whereas, Mrs. Mildred B. Pugh was elected to serve as President of the Caddo Parish School Board in 1989 and 1996; and

Whereas, Mrs. Mildred B. Pugh was a strong advocate for public education and a quality education for all students in Caddo Parish.

NOW, THEREFORE, BE IT RESOLVED, that the Caddo Parish School Board, the superintendent and staff extend heartfelt condolences to the family and friends at the passing of Mrs. Mildred B. Pugh; and

BE IT FURTHER RESOLVED, that this resolution be presented to the family as an expression of our sympathy.

President Ramsey asked that everyone pause for a moment of silence in memory of Mrs. Pugh.

VISITORS

Rob Broussard stated that a year ago he asked and received from the superintendent a breakdown of per pupil expenditure for every student in Caddo. He said there is a huge disparity in what each school gets which raises a question about equality, which does not seem to be the question any longer, but equity. He said he believes if the District continues down the path it is going with the number of "failing" schools in Caddo Parish, then he asks when will equality and equity enter into the picture on the same page. He asked if the State takes over failing schools, will the State get the figures the superintendent released to him or will they receive their numbers from another source and go to equality versus equity. Mr. Broussard encouraged the Board to reconsider the option to cut Discoveries classes, because all educators know that the greatest growth in school performance scores is shown in the schools through this program. Mr. Broussard also stated that he believes the Board has consistently proven that it has an inability to solve some basic problems, i.e. the budget; and if the Board votes to change the staffing formula how it will affect the staffs and ultimately the students.

Karen Oathout, Discoveries teacher at University Elementary School, shared her concern about the future of Caddo schools when the Board is discussing eliminating 31 Discoveries classes

across the parish; and as a professional she is confused about the rationale behind this particular cutback. She stated her understanding of the need for budget cuts, but cuts should never directly affect the students; and noted areas in which she believes cuts can be made. She shared with the Board how the Discoveries program helps meet the needs of above average students who excel academically but do not qualify for the Gateway Program by challenging them and taking them a step further than what they are doing in the regular classroom. Mrs. Othought stated that if the Board takes away the Discoveries Program, this will continue to hurt the neighborhood schools and parents will be taking their children to schools that can offer them more. She encouraged the Board to think long and hard before it makes a decision to end the Discoveries Program because she does not believe this would be in the best interest of the children.

Stephanie Springer shared with the Board that she loves teaching but she is concerned about the future of Caddo schools and her future as a teacher. Ms. Springer stated that if the Board votes to add another class to her schedule and to take away her planning period, this is unacceptable. Such a vote would be a statement to the teachers that the Board does not value a teacher's time and effort put into teaching the students in Caddo Parish on a daily basis. She shared the importance of planning time each day and what she uses her planning period to do. Ms. Springer encouraged the Board to rethink this option and look at other options for cutting expenses, i.e. attorneys, board travel, etc.

Heather Hooper addressed the planning period and the impact taking them away will have on students, because the teachers at Captain Shreve use their planning periods to share information about students and what they can do to help them be successful. She also shared that planning periods are used to detail lessons taught. She added it is important for a teacher to be as efficient as possible in class, and to do so, a teacher must spend time planning; and also to remove the teacher's planning period will remove one of the most powerful tools on the first line of defense and that is the line of communication between an individual student and a teacher.

Maureen Barclay explained that as a member of the scheduling committee at Captain Shreve she can attest to the fact that they researched long-term studies on a variety of schedules. The current schedule was selected because they believed it to be the best for their students; and still believes it is the best schedule, but only if properly implemented with a daily planning time for teachers. Ms. Barclay noted that most teachers must prepare for multiple courses; and between her six classes, she teaches three different English classes and an elective; and she knows that a diverse work load is not unique to Captain Shreve because high school teachers must plan for a wide range of instructional needs, i.e. 504 students, IEP accommodations, behavioral plans and intervention, etc. It's during the planning period that a teacher has the time to differentiate the lessons and the modified block will add to the teacher's student load and teaching time. She encouraged the board to support the current schedule in place and pursue budget cuts in other areas.

Jeff Roberts spoke on behalf of the modified AB block; and when he took over Southwood High School three years ago, the school was \$20,000 in the red, his first task assigned him by the Board was to get the school in the black because it was not allowed to operate a school in the red. If a school is not allowed to operate in the red, then he doesn't believe a District should be operated in the red. He said high school principals were approached for assistance in solutions to this problem; and from this discussion, principals were asked what was acceptable, and what could each principal give up, within the AB and the proposal that came from this was the AB modified block. He reported that Southwood has not tweaked its schedule so that teachers at Southwood are able to enter into the modified AB block, to maintain the 90-minute planning period on one day and a 45-minute planning period on the off day by team teaching an elective, and this is their plan. He said while this plan make not look the same on each campus, it can be done; and he has a staff of teachers that are committed to doing whatever it takes for

Southwood's students. His teachers have given up planning periods, lunch periods, etc. to do remediation for those students needing some extra assistance.

Bert Algood shared with the Board what he did before becoming a teacher and his responsibilities in the Navy to maintain the five year defense plan. He asked the Board what is the Board's five year plan; and what can the district cut other than a planning period. Mr. Algood also referenced comments on teachers who are appearing before the Board stating what they will not do if the Board approves the proposed revisions, because not all teachers are coaches and it is more difficult for them to plan. He encouraged the Board to not make the easy cuts, but make smart cuts.

Graham Claycomb, 4th Grade student, stated he does not agree with taking away the Discoveries teachers and librarians. He added this is an opportunity for students to learn more and such a decision is devastating to students. He said he believes this decision should be thought through because it doesn't make sense.

Georgia Head spoke in support of keeping Discoveries classes and that both options presented are unacceptable. She encouraged the Board to not change the staffing to the modified AB Block and don't delete the Discoveries Program, both of which affect teachers and students. She also stated that if the modified block schedule passes, she believes there will be a problem getting subs when a teacher must take off for a sick child or for doctor appointments. Ms. Head also stated that she has looked at statistics on her students and approximately 20% of her students are Special Education and a lot of her planning time is spent filling out required paperwork for these students.

Tim Mallier, teacher in Bossier whose wife teaches in Caddo, addressed the Board on the proposed change in the staffing formula and the fact that teachers need to teach and they need more prep time and more time with their students. He said if this staffing formula is changed, he believes the Board will see a huge decline in the state testing results, increased behavior problems, which will result in more teachers leaving. Rather than cutting teachers, he encouraged the Board to cut the useless jobs and useless programs, because cutting teachers and increasing class sizes will only result in lower scores.

Cherlita Anderson-Brossie, on behalf of the paraprofessionals, encouraged the Board to not make any cutbacks. She explained that as a paraprofessional she spends a lot of valuable time with the students, encouraging them to succeed in reading, handwriting and math and in any other accommodation they might need. She further stated that the Board's cooperation is needed in order for them to provide what the students need. She also requested the Board to reconsider eliminating the Discoveries teachers.

Jeff Hart stated that he believes it is very courageous to come up with the proposals, but he thinks they stink. As a parent of two students in Caddo Parish, Mr. Hart shared pictures of his children, and their experience with the Discoveries Program and how it prepared her for success in getting in the Gateway Program. Rather than cutting the Discoveries Program, he encouraged the Board to look at cuts elsewhere because he would also like for his son who is entering Kindergarten to have the opportunity to experience Discoveries. He also expressed his appreciation for all that the teachers do.

Jackie Lansdale, president of Red River United, stated that she heard the Superintendent and some of the Board members say something had to be done; and while they do not disagree with that, they would have hoped the Board would have done its due diligence and not more shoddy surface work. She said threatening to take away Discoveries, Gifted and librarians, and to change the staffing formula is nothing more than a scare tactic. Mrs. Lansdale added that she believes the Board's budget is another example of the Board's failure of due diligence; and noted

the line item for alternative education (Ombudsman) for \$4 million, and that is for 500 students. She said with the announcement that the MFP will revert back to 2011-12 with \$3 million plus coming back to the district, as well as the voucher money (approximately \$440,000), so she questions what all this is about. She said there seems to be plenty of money when giving away schools and providing lucrative contracts because two principals have presented a schedule which they even realize during the last Board meeting that could be adjusted for better results. Mrs. Lansdale stated the Board attempted to push forward a piece milled budget and how when she requested to see a copy of the complete budget she was chastised for making copies of a public document with her phone. She does not believe this is transparency or due diligence. She asked if all this is smoke and mirrors for a reduction in force? Knowing what it is not about, she asked the Superintendent and Board members what is the something that the Board needs to get done and who will benefit.

Laura Thompson spoke in support of keeping the Gateway and Discoveries programs because she is acutely aware of the benefits of these programs; and she believes if the Board looks at the benefits of these programs for the higher achieving students, they will find that they are not excessive, but they are imperative. Ms. Thompson stated that it is these children who are bringing up the test scores and they need to be challenged; and if we don't, we are only striving for mediocrity in the schools. She also expressed how these cuts will affect the middle class neighborhood schools and taking these programs away will not fare well for anyone. She ended her comments by reading what her son, a Caddo student, had to say about his experience in the Discoveries Program.

Julie Glover, parent, PTA president at Fairfield, room mother at University Elementary, PTA president at Youree Drive Middle School and teacher at Southwood High School, stated her support of Option 1, which is in favor of saving instruction time for students and putting the planning period second. She said hearing the word "can't" only means that teachers "won't" and no matter what schedule she has, how long her planning period is, she wants to teach students in her class. As a parent, she hopes her son's teachers would do the same thing. Mrs. Glover stated that teachers are given the opportunity every day to teach and it is up to the teachers as to how they will teach, and with the support of the administration, teachers can implement whatever schedule they are given. In looking at the options presented today, she asked if the Board should consider cutting instruction, Reading Interventionists, Discoveries because she believes this is an important baseline. After spending weeks and hours looking at the proposed budget, she said people will be upset no matter where the cuts are made; and she believes to not change their instruction will be the least effect on the students and the proposal is not changing the students, but it is the teachers who will have to change, but the teachers are the adults and are the ones getting paid and making the adjustments. Mrs. Glover also noted that she is not here because her principal threatened her, but she is here because she loves her students and she believes Southwood has shown that putting the students first is what's important, and she hopes the Board will vote this way.

Katie Loomis, librarian, shared with the Board the importance of librarians in the schools and the abilities and opportunities they have to change a student's life and make it better. She said she believes librarians have the opportunity to turn students into life-long learners and readers. Ms. Lumas stated how many students librarians see on a weekly basis and the responsibilities of a librarian. She said librarians know the Common Core Curriculum for every grade at the school and she is aware of where every book is for every unit in the plans for this curriculum. She explained they also provide other programs and recognitions for the students, paid for from their own pockets. Reading is important and she encouraged the Board to consider this when making its decision.

Scott Hughes, Alliance for Education, echoed the comments of previous speakers and that the Board has two bad options before it, and that he is saddened over the \$400 million General

Operating budget and a \$.5 billion annual budget when the Federal and Construction funds are included. He stated he doesn't believe that whoever is in charge of the budget process has gone through the \$400 million to find everything that can be cut. Mr. Hughes said he believes the budget establishes the Board's priorities, and at this time he doesn't believe priorities have been established for making the cuts. He encouraged the Board to look at its budget and look at the possibility of setting new priorities in Caddo Parish. He noted the Board will be facing this same issue next year prior to the election; and asked the Board to ask itself what in the proposed budget will improve Caddo's scores and performance. He said he has heard block scheduling works, Discoveries works, so before the Board approves any budget, it should determine its priorities and what is the Board going to do to fix education in Caddo Parish.

REVISIONS TO CPSB POLICY GCA PROFESSIONAL STAFF POSITIONS (SCHOOL STAFFING FORMULA) AND/OR ANY OTHER STAFFING CHANGES

Dr. Dawkins stated that at the Board's request, staff has continued to look at proposed staffing for 2013-14 with the goal to, as much as possible, retain the instructional programs within financial constraints and complete this without a reduction in force. He noted that under Option 1, it is the same proposal presented last week, and Option 2 contains additional categories that staff investigated at the request of Mrs. Crawley and also looked at librarians. Any other option will require a reduction in force; and clarified that staff is proposing Option 1.

Dr. Mary Nash-Robinson explained to the Board that Option 1 is the staff's recommendation and it is the modified AB Block and it reduces positions by 69, seven classes are taught, cost savings is \$4.8 million. She also explained that an addendum needs to be under planning period because after meeting with administrators, they made a commitment to schedule a minimum of 45 minutes planning per day, and 30 minutes for lunch. At the elementary level, Dr. Robinson explained the revisions to Policy GCA as follows: round the K-1 staffing ratio of 1:22, saving 29 positions at a cost of \$2 million; grades 4-5 staffing ratio is increased from 1:25 to 1:26 which will reduce staff by 9 and save \$.6 million for a total of \$2.6 million. Adding the \$2.6 million and the \$4.8 million, the District will see a savings of \$7.4 million to the General Fund Budget. Dr. Robinson also presented Option 2 for the Board's consideration which will round the K-1 staffing ratio of 1:22, will change the 4-5 grade staffing ratio from 1:25 to 1:26 for a total of 38 for \$2.6 million. She further explained that staff was asked to look at those positions in schools that do not give grades and the total number funded by the General Fund is 52 (31 Discoveries, 8 reading specialists, 13 librarians) representing \$3.8 million for a grand total of 90 positions and \$6.4 million. Again, Dr. Robinson stated that staff's recommendation is Option 1.

Ms. Priest moved, seconded by Mr. Pierson, to approve staff's recommendation for revisions to the staffing formula with a 90-minute planning period every other day and the weeks when there are only two 90-minute planning periods, the administration will provide additional planning time up to a minimum goal of 225 minutes. The administration is directed to develop procedures in accordance with law for the reassignment of staff where there are staffing overages. Staffing configurations at elementary will be K-1 22:1 rounded, reduced positions 29, cost savings \$2 million, Grades 4-5 26:1, 9 reduced positions, cost savings \$.6 million, for a total of 38 positions representing a cost savings of \$2.6 million for a grand total of 107 positions representing a savings of \$7.4, which is currently included in the 2013-14 proposed budget.

Ms. Priest stated that the Board has held budget meetings since March and is aware there is a \$21.5 million deficit that must be addressed; and no matter what decision the Board makes, not everyone will be happy. At this point in time, she believes this is the best decision the Board can make without any layoffs, and be as fiscally prudent as possible. She added if money is returned from MFP she doesn't believe the Board would be wise to spend that money and get itself back in the same position.

Mrs. Crawley moved, seconded by Mr. Hooks, to reject both Options 1 and 2 and keep the 2012-13 staffing formula and high school AB Block schedule as is. Mrs. Crawley stated that while we hear that the Board's priority is working for world-class schools, she believes both options contradict this. She noted the testimony heard today that the Board should not approve either option, because both will only weaken instruction. Mrs. Crawley also stated her problem in believing promises that are contrary to what we have in writing. While she is not suggesting that the District operate in the red, she only wants to direct the spending and set priorities. She believes the time spent on the budget thus far has been a waste of her time and that the Board should look at the budget line by line. She also stated that just because of incompetent long-range planning, it does not mean the Board must now make hasty, quick decisions and cut the heart from the schools. Mr. Hooks asked Dr. Dawkins if staff has identified the number of positions he will lose from his staff? Dr. Dawkins responded that this will be in the larger budget. Mr. Hooks stated that his feelings were hurt when he heard a speaker reference the Board spending many long days, because he only spent a half day looking at the budget. President Ramsey asked Mr. Hooks to keep his comments to the motion. Mr. Hooks stated that he believes the Board has been given the lesser of two evils, because neither option is good. When he came to the Board, he said his grandchildren were the reason for him serving on the Board, and they are a part of the Discoveries Program. As a Board member he promised his grandchildren and other children that they would receive the quality education they deserve; and the classroom should be the last place we cut. He said he has not heard anyone speak about academics; and he believes if the Board makes a decision to eliminate librarians and Discoveries teachers, the District will suffer.

Mrs. Bell noted that on May 14th in the discussion regarding ISS, Board member Crawley addressed the need to cut Discoveries teachers and she will never repeat the comment referencing these teachers. Mrs. Crawley called for a Point of Order because the speaker is not speaking to the motion. Mr. Ramsey asked Mrs. Bell to address the motion, and Mrs. Bell asked if the motion is not dealing with Options 1 and 2? Mr. Ramsey said that is correct. Mrs. Bell stated that Option 2 was never discussed or brought up until receiving the list of Reading Interventionists and Discoveries teachers last week from Mrs. Crawley. Mrs. Bell also said she could never support Option 2 and the discussion was around the block schedule, and she encouraged the Board to not support the substitute motion. Mr. Riall asked for the motions to be restated.

Mrs. Crawford asked if she understands correctly that Mrs. Crawley's motion is to keep the 2012-13 staffing formula and the AB Block schedule. Staff responded that is correct.

Ms. Trammel asked if there is money to fund the motion on the floor? Dr. Dawkins explained that to fund the motion on the floor would mean depleting the fund balance or find other areas to cut. Ms. Trammel asked if the fund balance is depleted will this mean there will be a need to set up a RIF, and Dr. Dawkins responded the Board would need to set up a RIF at the same time.

Mr. Rachal asked for the purpose in changing the staffing formula? Mr. Ramsey asked Mr. Rachal to save this question for the main motion, because the motion on the floor is to not do either option. Mr. Rachal said he believes it is relevant to the motion on the floor and Dr. Dawkins explained that every year the Board looks at the staffing formula in order to make adjustments in the number of teachers and the class size. With Caddo having lost approximately 3,000 students, Dr. Dawkins stated that it is crucial that the numbers/proposals be visited and revisited. Mr. Rachal asked if the ratio addresses the number of students and if there is a loss of students, there is a reduction. Dr. Dawkins explained that when there is a reduction of students, there is a reduction in the number of teachers. Mr. Rachal asked if the staffing formulas would have to change just because the number of students decreases? Dr. Robinson clarified that is correct because if the number of students serviced is reduced, then the number of teachers is also reduced; however the staffing ratio remains the same. In looking at the General Fund budget,

82-85% of the budget is people and benefits; and if that is the target area where the deficit exists, then the impact could be on people. Mr. Rachal asked about the staffing formula and the real impact on the budget, and if the changes are just to address the budget, and the staff responded that is correct. Mr. Rachal stated that over the years the Board has reduced class sizes, has kept in place the supply money for teachers, provided for additional help for students as available; however, with the changes from the State, it makes it difficult for the Board to make needed changes. Ideally he would want all the classes to be small, and he believes the Board will need to make some difficult decisions in moving forward. He stated his opposition to both options proposed, and he believes there are other options available for the Board to consider. Mr. Rachal stated changes will need to be made and he thinks the Board needs to look more closely at what changes it makes. In the past three years, the Board has contributed an additional \$17 million annually for employee benefits, and this is an area that the Board must address. While the Caddo Parish School System is in the business of educating children, he believes there is time to wait and get some better ideas on the table. He added he did not vote for this the last time and he would never support Option 2.

Mrs. Crawford stated that with the changes, she asked for clarification on recent Legislative changes relative to MFP and how this will affect the local District? David Hennigan explained that the State Department provided a simulation and the estimates are currently in the proposed budget, which are constantly being provided; however, the money the District should receive will not change the estimated \$21.5 million deficit. Mrs. Crawford asked if the money comes, will it be a one time or will the District receive it annually? Mr. Hennigan stated that staff has not received any simulations for the coming year and the practice is until the District receives some authoritative word from the State Department, staff does not add it into the budget.

Mr. Hooks stated we are trying to save \$7.4 million and Dr. Dawkins confirmed that is correct under Option 1. Mr. Hooks asked why was the contract with Ombudsman extended because this is approximately \$3 plus million? Mr. Ramsey moved that this question is not in line with the motion on the floor.

Mrs. Crawley stated that we are talking about \$7.4 million out of almost a half a billion dollars. Noting the item to increase the ombudsman program by \$4 million, she said before the Board approves something that is not educationally sound, she believes it is prudent for the Board to have all its questions answered.

Mr. Pierson stated that even if the Board passes Option 1 or 2, it still has a \$4 million shortfall; so this does not balance the budget, and the Board is hopeful that a windfall will come. He reminded the Board that last year it had the opportunity to float a bond for \$133 million that would have built a new school in SW Shreveport and provide raises for all its teachers. If money is not raised, the Board will be back next year reconsidering the same item. While he does not want to see anyone not have a planning period, nor does he wish to cut Discoveries because it is something good for the students; however, until we get to the point where the Board can move forward.

Ms. Trammel moved, seconded by Mr. Riall, to call for the question on the substitute motion. Vote on the motion to end debate carried unanimously.

Vote on the substitute motion failed with Board members Crawley, Hooks and Rachal supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

Miss Green asked for clarification on the amount of planning time teachers will have, and Mr. Abrams clarified that the way in which the motion is written, it is 90 minutes every other day; and when you do not have 90 minute planning periods, it is up to the administration as to how

the additional 45 minutes is set up. Miss Green stated that she sees that the planning time is actually in the hands of the administration and Mr. Abrams said that is partially correct. Miss Green stated that she came to today's meeting to vote on something that the Board may have already voted on with the exception of adding 45 minutes.

Mrs. Armstrong stated her understanding that the teachers will have planning time set aside every day for teachers in the Modified Block. She also asked for verification of this information because of the need to be proactive. In getting these schedules, she desires to feel very good about it before she votes and that principals will take advantage of the help made available and that principals will accept the help necessary to provide the needed training to all teachers. Dr. Robinson reported that the high school principals met on this date and there are variations as to how it can be done. There are also persons in Professional Development who can help principals in this process. Also, staffing administrators were recognized and they will communicate with the principals as soon as a decision is made so they can assist them with the process. Dr. Dawkins reminded the Board that every school is different so the principals will need to make it work for their individual schools. Mrs. Armstrong stated she understands, but she wants a commitment that every high school will have that extra service. Mr. Abrams further explained that the School Board policy does not have anything included in it about planning times; however, the motion on the floor requires a planning period in the policy, and the time being included in the policy actually exceeds what State Law requires. Mrs. Armstrong also asked about the elementary staffing and that the formula states that every elementary school will be serviced with P.E, Art and Music; and she wants a commitment this will continue in place. Dr. Dawkins stated that this will not change.

Mrs. Crawley moved, seconded by Mr. Hooks, to amend the main motion to put into writing that every other day teachers in high school will have a 90-minute period one day and the next day a 45-minute, unencumbered planning period and that we will keep the same staffing formula for the elementary grades as in 2012-13, not rounded. Mr. Rachal asked if this is a substitute motion, and Mrs. Crawley said it is an amendment. Mr. Abrams said it is an amendment to change the planning period and this is not a substitute because it did not completely change the original motion. Mrs. Crawley explained that she wishes to have something in writing as to what will be done (high school modified block will allow a teacher on one day to have a 45 minute planning period and on the alternate date, a 90 minute day. She also wishes to leave the cap for Kindergarten to 22 and not increase the number to 26. Mr. Ramsey reminded Mrs. Crawley to speak to the amendment. Mr. Rachal stated he believes this is a substitute motion as it is stated and not an amendment. Mr. Ramsey agreed it is not a friendly amendment the way it was read, but it is actually a substitute motion. Mrs. Crawley stated she is adamant that she does not want 26 students in a class. Dr. Dawkins asked for clarification and Mrs. Crawley explained that on those days that teachers do not have a 90 minute planning period, she is asking that the administration allow for the 45 minute planning time for teachers. Dr. Dawkins stated that every school is different and every school will arrange it differently to reach the minimum 225 minutes a week planning time. Mrs. Crawley asked if the superintendent is saying on the days teachers do not have a 90-minute planning period they will only get 30 minutes for lunch; and the superintendent responded that is not what he said, but the administration will have the flexibility on those days to coordinate the planning time so that the teachers get the minimum 225 minutes per week. Mrs. Crawley said she is not willing to go with *iffy* stuff.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question on all motions on the floor. Vote on the motion to end debate on all motions on the floor carried with Board member Rachal opposed and Board member Crawford absent for the vote.

Vote on the substitute motion to accept the modified block and that it will be in writing that they will have a 45-minute unencumbered planning period on the days the teachers do not have a 90-minute planning period for every high school, and that we will not raise K-1 or Grades 5-6

staffing ratio failed with Board members Green, Crawley and Hicks supporting and Board members Riall, Pierson, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.

Vote on the main motion carried with Board members Crawley, Hooks and Rachal opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Mr. Pierson moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:40 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

June 4, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, June 4, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Curtis Hooks, Mary Trammel and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Ramsey led the prayer and Pledge of Allegiance.

PRESENTATIONS

Recognitions. Victor Mainiero, director of communications, and Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following students and staff members for recent achievements. President Ramsey and Superintendent Dawkins presented a certificate to each student group or employee in recognition of their accomplishments. School officials, family members and friends in attendance were also recognized.

Regional and State Science Fair Winners. The following students were recognized as regional/state first place science fair winners: Elementary Winners – Brandon Bass, 4th grade, Eden Gardens, Biochemistry; Hallie Brown, 5th grade, Eden Gardens, Physics & Astronomy; Nathaniel Epp, 5th grade, Eden Gardens, Engineering-Electrical & Mechanical; Eshaan Tandon, 4th grade, Eden Gardens, Behavioral & Social Sciences; Ella Jones, 5th grade, Riverside, Animal Science; Keith Mills, 5th grade, Riverside, Plant Science; Grace Sun, 5th grade, South Highlands, Medical & Health Sciences; Jameson Feeny and Garrett Chaisson, 5th grade, Eden Gardens, TEAM/Engineering-Materials & Bioengineering and Division A Overall Winners in Engineering – Materials & Bioengineering. Middle School Winners – Christopher Ferrier, 7th grade, Caddo Middle Magnet, Engineering-Materials & Bioengineering; Alex Witt, 8th grade, Caddo Middle Magnet, Cellular & Molecular Biology; Hunter Breedlove, 6th grade, Youree Drive, Animal Sciences; Hannah Shores, 6th grade, Youree Drive; Computer Science; and Behram Dossabhoj and Kyle Kaltenbach, 8th grade, Caddo Middle Magnet, TEAM/Earth and Planetary Science and STATE/TEAM Earth & Planetary Science. High School Winners (all from Caddo Magnet High) – Elijah Ash, 10th grade, Earth & Planetary Science; Kyle Dockendorf, 10th grade, Engineering-Materials & Bioengineering; Joseph Fitzgerald, 11th grade, Computer Science; Moez Hayat, 10th grade, Engineering-Electrical & Mechanical; Sean Nathan, 12th grade, Microbiology; Neil Nathan, 10th grade, Environmental Management; Kiley Simpson, 9th grade, Environmental Management; Annie Thai, 10th grade, Chemistry; Natalie Wang, 10th grade, Mathematical Sciences; Christopher Cole Weinland, 12th grade, Energy & Transportation; Morni Modi, 10th grade, Animal Sciences and STATE in Animal Sciences; Joan Liu, 12th grade, Biochemistry and STATE in Biochemistry; Ryan Browning, 12th grade, Cellular & Molecular and STATE in Cellular & Molecular Biology; Vincent Huang, 10th grade, Medical & Health Sciences and STATE in Medical & Health Sciences; and Henry Lin, 12th grade, Physics & Astronomy, Division C Overall Winner in Physics & Astronomy, Jr. International Science Fair Winner of \$8,000 scholarship; and 2nd Place at International Science Fair, and a \$50,000 scholarship.

Southwood JROTC Winner of Superintendent's Challenge Cup. Mr. Mainiero stated that the JROTC Challenge Cup is a compilation of points from all district challenge competitions throughout the year (Drill Challenge, Color Guard Challenge, Orienteering Challenge, Rifle Marksmanship Challenge, Raider Challenge, Physical Fitness Challenge and Academic Bowl Challenge). Members of the Southwood JROTC were present and congratulated on this accomplishment.

Caddo Students of the Year. Mr. Mainiero announced that when the students of the year were recognized at last month's meeting, Caddo's district winners were in Baton Rouge competing for

State Students of the Year. The following students were recognized as 2013 Students of the Year: Ceara Johnson (South Highlands Elementary), Caddo, Regional and Louisiana Elementary Student of the Year; Safa Michigan (Caddo Middle Magnet), Caddo, Regional and Louisiana Middle School Student of the Year; and Madeline Wagnon (Captain Shreve High School), Caddo and Regional High School Student of the Year. Mr. Mainiero announced that Madeline Wagnon was also named The Young Woman of Excellence by The Louisiana Legislative Women's Caucus.

One Class at a Time Winners. Ronald Pradel, 6th-8th grade autism teacher at Caddo Middle Career & Technology, was recognized for receiving \$1,000 for his scholastic program "Explore Baton Rouge", where he took his autistic students to see the Old State Capitol Museum, the State Capitol Building and the LSU Campus.

Natalie Fox, Chemistry Teacher at C. E. Byrd High School, was recognized for her One Class at a Time grant which she used to buy apps to use on iPad minis she purchased with another grant for her classroom.

Louisiana Endowment for Humanities Teacher of the Year. Vicki Bell, teacher at Queensborough Elementary, was recognized for being selected as the Louisiana Endowment for the Humanities Teacher of the Year.

North Louisiana Wrestling Coach of the Year. Gene Strogon, coach at Huntington High School, was recognized for recently being named the North Louisiana Wrestling Coach of the Year. Mr. Strogon is the Wrestling coach at Huntington High School and teaches at the Caddo Middle Career and Technology Center.

Elementary Instructional Coordinator of the Year. Renee Ellis, Eden Gardens, was recognized for recently being named the Elementary Instructional Coordinator of the Year by the Caddo Elementary Coordinators' Association.

Caddo Schools Counselors of the Year. The following were recognized as the 2012-13 Counselors of the Year: Elementary – Sydney Allen, Eden Gardens; Middle – Roslyn Davis, Youree Drive; and High School – Angela Andrews, Woodlawn Leadership Academy.

2014 Caddo Teachers of the Year. The following teachers were recognized as Caddo's 2014 Teachers of the Year: Clarence Johnson, Forest Hill, Elementary Teacher of the Year; April Bohannon, Vivian Middle, Middle School Teacher of the Year; and April Carberry, C. E. Byrd High School, High School Teacher of the Year. April Carberry represented Caddo in the State competition.

Caddo Principals of the Year. The following principals were recognized as Caddo's 2012-13 Principals of the Year: Tyrone Burton, Cherokee Park, Elementary Principal of the Year; Keith Burton, Caddo Middle Magnet, Middle School Principal of the Year; and Dr. Sandra McCalla, Captain Shreve, High School Principal of the Year. Keith Burton represented Caddo in the State competition.

Fair Park Alumni Presentation. David Bamburg, 1978 Fair Park Alumni, presented to Jimmy Windham who coached at Fair Park High School for his years of service to the students at Fair Park High School and the Caddo Parish Public Schools.

Newly Appointed Administrators. Dr. Mary Nash-Robinson introduced Shalanda Coleman-Smith, instructional coordinator at Westwood Elementary, as the new instructional coordinator at Pine Grove Elementary.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JUNE 18, 2013 CPSB MEETING

Superintendent Dawkins highlighted items for the Board's consideration at the June 18, 2013 CPSB meeting and the following discussion ensued.

Official Journal. Mrs. Bell asked that the staff provide her with additional information on the bid process for the Official Journal: how much do we pay the Shreveport Times a year, what other journals submit bids, how much does the *Shreveport Sun* and *Caddo Citizen* cost. Ms. Trammel explained that the only reason we use *The Times* is they have the larger circulation and a daily circulation as opposed to weekly for the other newspapers.

2013-2014 Consolidated General Fund Budget. President Ramsey announced another budget work session will be scheduled for June 11th at 3:30 p.m.

Ombudsman Contract. President Ramsey announced that he would like to refer this item to the Long-Range Planning Committee for answers to the questions submitted by Mr. Hooks. He also announced that Ombudsman will provide a report on the year once grades and other items are finalized. Mr. Hooks agreed.

ADDITIONS

Mr. Riall asked that the July Board Meeting Date be added to the June 18th agenda. Mr. Ramsey announced that normally during July the Board only holds one meeting and in looking at the calendar, he suggested that the Board meet on July 16th, which is the regular Board meeting date.

Mr. Ramsey announced that the consent agenda items will be 7.01, 8.02-8.05, 8.07-8.10. *Mr. Pierson moved, seconded by Mrs. Crawford, to approve the agenda and proposed consent agenda for the June 18, 2013 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Cassandra English addressed the Board on the future of instructional specialists in Caddo Parish as shared in previous meetings and shared with the Board the many responsibilities of an instructional specialist. She asked if the Board does eliminate these positions, she encouraged the Board to seek input from the instructional specialists in placement in comparable positions.

Jackie Lansdale, president of Red River United, referenced comments of the previous speaker and that she believes she is saying the same thing – input. Mrs. Lansdale expressed her appreciation for the opportunity to work with the Superintendent's Advisory Committee where the ability was afforded them to come to the table and hash out policy issues before they came to the Board. This opportunity has not happened in a long time; and with the Board speaking about having a policy committee, Board member Crawford asked that this committee look at the Maternity Leave policy for employees. She shared her shock when hearing that staff had devised a structure for high school schedules without any input and reminded the Board that they believe they have something valuable to bring to the table and would like to know when this committee might meet.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.*

June 4, 2013

The Caddo Parish School Board (CPSB) Transportation Committee met at approximately 2:30 p.m. on Tuesday, June 4, 2013, in the boardroom, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Mary Trammel, Chair; Steve Riall, Dottie Bell, Jasmine Green and ex-officio members Larry Ramsey and Carl Pierson. Ginger Armstrong was absent. Others in attendance were James Woolfolk, Otis Jones, Bruce Ross and Carl Corley of Ross Bus Sales in Alexandria, Louisiana; and Jackie Lansdale, Red River United. Mr. Pierson led the prayer.

Buses. Chair Mary Trammel recognized James Woolfolk, chief operations officer, and Otis Jones, director of transportation, who reported to the committee on the current bus fleet numbers, age, and replacement options. Mr. Jones reminded the committee that a bus, by law, must be pulled from usage after 25 years, and highlighted the following bus replacement proposals: (1) bus lease/purchase 5 years; (2) bus purchase; and (3) bus straight lease 5 years. Discussion was also held on the possibility of outsourcing and the benefits of this type plan versus purchasing buses. Staff was asked to look into the possibility of using the District's debt service for the purchase of any buses. Staff also shared with the committee the cost comparison for each option, the cost of regular education and special education buses, five-year and 10-year lease options, mileage restrictions, cost for miles over mileage allotment, maintenance on leased vehicles, district responsibility for leased vehicles, etc. Following submission and discussion of data, Mr. Woolfolk stated that staff is not ready to make a proposal to the committee at this time, but hopes the information provides the committee with a better overall picture. When asked about vendors, staff stated there are only two that qualify in the State of Louisiana, and the 3rd is in Hammond.

Policies. Mr. Woolfolk reported that following the discussion at the first Transportation Committee meeting, staff collected policies from the Caddo Parish Sheriff's Office, the City of Shreveport and Bossier and East Baton Rouge Parishes on their practices relative to employee absences. Following review and because these revisions could affect the District as a whole and not just bus drivers, it was suggested that the revisions be sent to Board Attorney Reggie Abrams and the Policy Review Committee so that Policy GDBD-D can be reviewed across the board. One of the main revisions looked at included having a signed statement from the Doctor's Office after three days absence as opposed to the current six days absence. It was the consensus of the Transportation Committee to forward these proposed policy revisions relative to absences to Board Attorney Reggie Abrams and the Policy Review Committee. Another idea expressed was incentives for no absences (or not using all your allotted absences).

Uniforms. Ms. Trammel asked and discussion ensued on ways bus drivers can be identified as Caddo Parish School Board bus drivers. Following discussion, staff will look at possible ways of identifying bus drivers, i.e. vests.

Assignments/Future Meeting(s). Mrs. Lansdale announced that she will provide the information/questions discussed to bus drivers for input to bring back to the committee at its next meeting.

Staff members were asked to look at (1) the number of special routes (field trips, etc.), (2) the one-person routes (from one school to another during the day); inefficient routes, and (3) cameras on the remainder of school buses. These items will be discussed at the next meeting.

Ms. Trammel announced that the next meeting will be on June 19th at 10:30 a.m.

There being no additional items for discussion, the meeting adjourned at approximately 3:55 p.m.

June 11, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 2:30 p.m. on Tuesday, June 11, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Reginald Abrams. Mr. Rachal led the prayer and Pledge of Allegiance.

2013-14 Consolidated Budget. Superintendent Dawkins announced that staff is prepared today to provide an overview of where we are in the budget process. Jim Lee shared an update on the recent Legislative actions affecting education. Relative to the MFP, he reported that the Legislature approved HB 1, which includes the State's overall budget, which includes an increase for school funding of approximately \$69 million. Preliminary numbers mean an increase of approximately \$4.7 million to Caddo Parish (approximately \$4.4 million for the Caddo Parish Public Schools and the remainder to the two RSD charters and Magnolia Charter). Currently, it has cleared both the House and the Senate and is awaiting executive approval by the Governor. He referenced Dr. Dawkins' comments relative to a pay raise and explained that ½ of what is received must be used for certified classroom teacher pay according to the way the legislation is written; and at this time, it is unknown whether this will be permanent or a one-time supplement so staff continues to work with the State to get clarification and to get the State's definition of classroom teacher. Once this clarification is received, Mr. Lee reported staff will bring an update hopefully in the next couple of weeks. At this time, he added staff would also like to look at the possibility of including some local dollars to this amount and giving a supplement or increase to the support employees. Again, Mr. Lee reiterated that all this is preliminary until signed by the Governor and clarification is received. He also added that because it is still preliminary, it has not been included in the proposed budget for 2013-14. Once everything is known and finalized, a budget revision reflecting this can be brought to the Board for approval. Mr. Lee also reported that since the last meeting, staff has determined a way to be budget neutral and restore eight of the 14 Instructional Specialist positions recommended to be eliminated. He explained that these eight positions were initially put into place for the targeted schools and were never filled, so it is recommended to exchange these for reading specialists. Because the Special Education population continues to decrease each year, staff feels comfortable in this change and will continue to monitor and, if needed, add back what is needed and what the budget allows.

Mr. Lee announced that the proposed budget has not changed since the last work session, and still reflects a revenue to the General Fund of \$372 million, expenditures of \$376 million and deficit spending of approximately \$4.2 million with an estimated ending undesignated fund balance of a little over \$17 million. As previously stated, the budget does not include the possible refund of monies from the State; and while it may improve the budget; the bottom line will possibly be reduced significantly if the District must use ½ of the refund for teacher pay, and if the Board makes a decision to grant some type of pay for the support staff. He also reminded the Board of reductions incorporated into this proposed budget, i.e. staffing formula changes, reduction in Special Education teachers based on the department's needs, and instructional specialists reduced by six as opposed to the original 14. Amounts for Special Education Aides, Instructional Supervisors, clerical did not change; and the amounts for substitutes, M&S, workers' compensation and transportation are some areas in which adjustments have been made.

Relative to the additional funds, Mr. Lee reported that special revenue funds total approximately \$62.7 million and capital projects funds (Parishwide capital projects and QSCB) total approximately \$22 million. In the past, Mr. Lee said that revenue from bonds sold has been posted here, but all have been spent appropriately for HVAC upgrades and lighting retrofit so they are no longer included in this report. He also reported on the debt service fund expenditures

of approximately \$10 million for the principal and interest and some small payments on the bonded debt.

Mrs. Armstrong asked which and how will the eight instructional specialists be restored? Dr. Lockett responded that it will be by hire date in the district. Mrs. Armstrong also asked if staff has looked at the cost of transporting after-school athletics. Mr. Ramsey explained this is being addressed in the Transportation Committee.

Mrs. Crawley asked for specific information on the vacant positions found for instructional specialists? Mr. Lee responded there were eight reading specialists at the AU schools and as they have transferred or retired, the positions were not refilled. Mrs. Crawley asked if it is possible there are other type positions that have not been filled and are filling up the budget? Mr. Lee stated that staff can work with Human Resources to determine, but there are always vacant positions in Special Education and he hesitates to eliminate any Regular Education teachers because it is based on formula. Staff is also looking at Special Education because of the vacant positions and the need for fewer Special Education teachers. Mrs. Crawley also asked about the proposal to cut the teachers \$200 M&S funds and if there is any way to look at putting in \$100 M&S at the start of school by using \$300,000 of the \$400,000 in CEEF funds? Dr. Dawkins referenced previous discussions and staff will look further at this possibility. Mr. Lee reminded everyone that the balance has built up the last couple of years because there has not been a lot of interest; and a committee of school-based employees will need to meet and determine how the funds are to be spent.

Mrs. Bell asked Janis Parker about the \$24 million in the 2012-13 budget special revenue funds and the \$17 million budgeted in the 2013-14 and if the difference is what the Federal government will not be sending to Caddo? Mr. Lee stated this is staff's best estimate, because there has been carryover money in the past that was used to supplement the current year; but everyone has taken a reduction from the Federal government. Ms. Parker states that we always receive 90% of last year's allocation and this is what happened this year. She further explained that until all the bills are paid, we will not know how much carryover money there will be; but she does not believe we will be near the \$24 million. Relative to the Child Nutrition funds, Mr. Lee explained that a minimum amount goes to this fund from MFP dollars; however, it has always far exceeded the minimum amount. This year it was reduced and this fund has been built up some without a loss this year. Mrs. Bell also asked Ms. Parker about Title I students that will attend the charter schools and if Caddo's revenue will be reduced from the \$17 million? Mr. Lee explained that Title I and Federal funds are different than MFP in that the Federal government reduces the money Caddo receives by the amount that they will send to the two charters.

Mr. Rachal asked Mr. Lee about the \$10 million difference between the ending balance of \$10,275,000 and the beginning balance of \$20.5 million? Mr. Lee explained that it is an estimate of how staff believes the year will end and the \$10 million is based strictly on the budget. However, with vacant positions and closely watching spending and cutting costs, the District historically finishes the year better than projected. Mr. Rachal asked Mr. Lee what percentage of the \$10 million is unfilled positions, and Mr. Lee responded he would guess approximately 70-80%, and noted that the Special Education teachers were reduced by 50. Mr. Lee also stated that there may be regular education teaching positions, but because there is a need at the school, these vacant positions are filled with subs. He also referenced Mrs. Armstrong's comment regarding Transportation and he hopes the committee will bring something that the Board can implement and hopefully impact the current budget and end the year better than projected. He also asked if staff has any idea about the numbers relative to benefits and what is being considered in this area. Mr. Lee explained staff is looking at this and various possibilities, i.e. passing larger portion of the premium to the employees reducing the District's cost, implementing a basic plan for employees; however, with the Affordable Care Act, and as rich as Caddo's benefits are, we are considered grandfathered which means there are a lot of costs that the Federal Government

requires employers to cover the we don't have to cover. If the District changes its plan much more (it has already increased the office co-pay, and a few other things slightly), it risks losing its grandfather status. He added that Mr. Watson is looking at this and staff will continue to look at it over the summer to determine if the changes are made, what will be the net savings. Mr. Ramsey announced that Ms. Priest is chair of the Insurance Committee and this will be one of the main topics for that committee when they meet in the very near future. Mr. Lee also referenced the comment that we don't have to wait until the next budget year to look at these changes, and he reminded the Board that our insurance plan year does not follow Caddo's budget year and whatever decision is made will have an impact on the budget the Board is currently looking at. Mr. Rachal stated with the changes in the staffing formula and the AB Modified Block, he believes some of the cuts being made are being paid for by the teachers and he asked what consolidations for schools are being considered at this time and what would the cost savings be. In admitting that the student population is decreasing, he stated that you can't continue to keep all the buildings we currently occupy. Mr. Ramsey stated this issue has also been referred to committee and the committee will bring back information and a recommendation for the Board's consideration. Dr. Dawkins explained that still available from the Vision 2020 Plan is the proposed \$24 million savings via consolidation of buildings, and the need is still great. Mr. Rachal encouraged the Board to submit consolidation ideas to Mrs. Armstrong so all of them can be put on the table and discussed.

Mr. Hooks stated that initially we began with a projected 94 Special Education positions being cut, and he asked staff how many positions will be cut at this point? Mr. Lee explained the 50 positions, 30 special ed aides, and 6 instructional specialists for a total of 86 positions. Mr. Hooks asked if Behavior Intervention Specialists are considered Special Education and staff responded they are. Mr. Hooks asked if Behavior Intervention Specialists were moved and Dr. Lockett responded they were not and all are still in place. Mr. Hooks asked if Special Education is the department hit the hardest? Mr. Lee responded in a sense, yes they are, however, it was based on the Special Education Department's projected needs. Mr. Hooks asked if it is possible to find some additional positions, and Mr. Lee said while it may be difficult, he and staff will continue to restore what is possible. Mr. Hooks said he asks these questions because of the need to be careful when addressing Special Education so as not to get into trouble. Dr. Dawkins interjected that staff will continue to look at possibilities and areas where there is a need.

Mr. Pierson shared the importance of instruction and the need, as the District anticipates additional funding, to address some critical areas. He encouraged the Board that as it goes through the possible return of funds to the District to look at those areas where teachers expect the most from their supervisor. Mr. Pierson also asked staff to explain a transportation analyst. Mr. Woolfolk explained there are two employees that set up routes in the computer system, manage the camera system, and other technical aspects in the department.

Mr. Riall asked about funds for the alternative program supplies and the huge increase in this budgeted amount? Mr. Lee explained that this is the line item where the outsourcing (Ombudsman) was placed. Mr. Riall asked about the change in the remediation amount from \$5 million to approximately \$240,000, and Mr. Lee explained that was a reclassification of the incentives from the targeted schools, and this amount was moved to the teachers' salaries. Mr. Riall asked about the double in the cost for summer school, and Mr. Lee explained that this is based on the number of anticipated students and the cost of remediation, and the District no longer receives any funds for remediation. Under pupil support supplies, equipment and services Mr. Riall asked about the change in the dollar amount from \$200,000 to \$550,000, and Mr. Lee responded that is where the amount increased by \$300,000 for an evaluation system. Mr. Riall asked about the line item on total expenditures for May-June. Mr. Lee explained that is how the system must account for school based staff who receive checks in July and August.

Ms. Priest asked about local revenue sources and the fact that they are budgeted slightly higher and if staff has taken into account the impact of the layoffs at Schumpert, Libbey Glass, the furloughs at Barksdale and LSU Hospital. Mr. Lee explained that property taxes are the only revenue source being predicted higher and that is because home values continue to increase. He also stated that there is no budgeted increase in sales tax revenue because even before the announcement of layoffs and furloughs, the Haynesville Shale revenue has declined. Ms. Priest also asked Mr. Lee to clarify the difference in the positions of school resource officers, security, and crossing guards? Mr. Lee stated that Mr. Murry is out of town, but he will get with him and provide an answer to her question.

Mrs. Crawley asked about a breakdown in after-school transportation and even if it is in committee will she still be able to get a response to her question? She also noted that committee meetings are being called with only 24-26 hours notice and she would like for the committee chairs to be more sensitive to this practice.

Mr. Hooks asked Mr. Lee about the \$22 million in the capital fund projects and if we are spending money on the four AU high schools? Mr. Lee responded the designated capital projects are projects the Board approved for next year. Mr. Hooks said since this was approved before the Board knew, he believes the Board may need to reconsider; because money spent should only be for emergency purposes. Mr. Lee explained the Superintendent has directed staff to only address health and safety issues. Mr. Ramsey announced that Mrs. Crawford is the chair of the capital projects committee and he will visit with her about the committee looking at this.

Mrs. Bell asked for clarification on the District having all schools ready for testing next year? Dr. Dawkins responded it is for PARCC Assessment for the Common Core curriculum which means we must have in place ample technology for State testing because tests will be electronically delivered in 2014-15. Mrs. Bell asked if this will come from capital projects and Mr. Lee said it will come from the General Fund. Mrs. Bell asked that this be referred to the committee. Mrs. Bell also asked how will a furnace that goes out at Huntington be addressed? Mr. Lee stated if it is the boiler, it would be considered an emergency and would be replaced. Mrs. Bell asked if it is correct that the principal evaluates new teachers, but it is the assistant principal who helps the new teachers.

Mrs. Armstrong asked about the previous summer school questions and the increase in expenses. She asked if the District is required, by law, to have summer school for Leap and iLeap remediation? Mr. Lee responded that is correct. Mrs. Armstrong asked why are we remediating so many students, why are they not getting what they need during the school year and why are they not applying themselves? She stated she believes there is a need to put something in place to involve the parents of these students and encourage them in the importance of their student's instruction. Leisa Edwards explained that the District is mandated by the Department of Education to offer remediation for students who fail the Leap in the 4th and 8th Grade, GEE and EOC testing, and every year the State raises the bar. She shared an example of how the points are done in the system and how attendance works very hard to try and get these students in school, because if a student misses 60-70 days, a student will not be successful on the test. For the students that are absent, staff is contacting them and explaining to them the importance of passing the test; and if they do not take the test, they will be retained. She also stated that the summer school enrollment is 1,794, but there are parents who sign waivers for their students not to attend summer school. She added that the District also provides free transportation for all students being remediated. Mrs. Armstrong asked staff to revisit the positions in the Transportation Department to determine if any can be reduced. Mr. Jones added that the Transportation Department has recently taken on the responsibility for all trips and the GPS monitoring of all the buses. Mrs. Armstrong stated she believes this will be something the Transportation Committee looks at also, because she believes the responsibilities are being over extended in this area and may need to be revisited.

Mr. Riall asked for clarification on the discrepancy in the number of supervisors in Transportation versus the number of supervisors in the budget? Mr. Lee stated that he will revisit this because when the position was put into Transportation, three bus driver positions were eliminated. Mr. Riall asked about the positions at the Vivian Garage and Mr. Jones responded there is a shop foreman, shop mechanics and a secretary. Mr. Riall also asked about the 30,000 extra trips, and Mr. Jones explained that these are all trips other than transporting to school and back home. Mr. Riall asked how much of the cost is paid by the schools? Mr. Jones explained that trips can be paid for by the school, by a contract organization (after school tutoring programs), and the Transportation Committee is currently looking at this. Mr. Lee also clarified that the \$250,000 does not include the cost of the bus driver. Mr. Riall asked if summer school is free, and Mr. Lee responded that remediation for those who do not pass the Leap or iLeap is free; but there is a middle and high school summer program that is a fee program.

Miss Green asked about the PARCC Assessment because one of her principals explained to her that Kindergarten students will also do the PARCC Assessment. Dr. Dawkins explained that it does extend to the early elementary (K-1), and the District has to deliver a 7:1 ratio, but Caddo is recommending a 5:1 ratio in electronic devices, not an electronic device for every student. Title I and other funds will be used to assist in getting the schools PARCC ready.

Mrs. Crawley asked about the line item for the Parent Resource Center and the cost of the materials for the summer. Ms. Parker explained that these were purchased from Title I and all that was ordered was distributed to parents.

Ms. Priest asked that as the Board goes through the finalization of the budget process, there appears to be a need to look at the efficiencies and how we can become leaner and more effective with our resources, i.e. transportation. Mr. Ramsey added that the staff has provided the Transportation Committee with a lot of data in this area and the committee will be reviewing it more closely in the near future.

Mrs. Bell asked about the summer savings/cutbacks by working four days and being closed on Fridays, and if employees in the schools for the evening shifts must turn off the air conditioning? Mr. Smith explained that most of the schools have override timers in place to enable the custodial staff to override and continue to work in air condition.

Mr. Ramsey encouraged Board members to continue to contact staff for answers to questions and announced that at the June 18th meeting a public hearing will be held on the budget as part of the process before the Board votes on the 2013-14 Consolidated Annual Budget.

There being no additional discussion/questions, the meeting adjourned at approximately 4:00 p.m.

June 18, 2013

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 18, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 14, 2013, MAY 20, 2013, MAY 21, 2013, MAY 23, 2013, MAY 29, 2013, JUNE 4, 2013 AND JUNE 11, 2013 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Priest, to approve the minutes of the May 14, 2013, May 20, 2013, May 21, 2013, May 23, 2013, May 29, 2013, June 4, 2013 and June 11, 2013 CPSB meetings as submitted. Vote on the motion carried with Board members Barry Rachal and Ginger Armstrong absent for the vote.

RECOGNITIONS AND PRESENTATIONS

Recognitions. Victor Mainiero, director of communications, on behalf of the board, recognized the following students and staff members for recent achievements. President Ramsey and Superintendent Dawkins presented a certificate to each student group or employee in recognition of their accomplishments. School officials, family members and friends in attendance were also recognized.

Dale Hawley National Leadership Award. Brooklyn Brown, Captain Shreve High School Student Council President, was recognized for being awarded the Dale Hawley National Leadership Award at the Louisiana Association of Student Councils Convention held at Sulphur High School. This award is the highest honor a high school senior can receive from the National Association of Student Councils. Martha Goza, Student Council Sponsor, accepted this award on Brooklyn Brown's behalf.

2013 National Gold Council of Excellence Award. The following students from Captain Shreve's Student Council were awarded the National Association of Student Council's National Gold Council of Excellence Award: Shelby Paine, President; LaJarious Jones, Vice President; Windy Steele, Recording Secretary; Megan Bundrick, Treasurer; Regina Champagne, Corresponding Secretary; Ameilia Fertitta, parliamentarian; Allison Waddell, Historian; Brooklyn Brown, Outgoing President, Martha Goza, Sponsor.

KTBS One Class at a Time Winner. Nicole Nelson, Turner Elementary teacher, was recognized as the winner of the KTBS \$1000 One Class at a Time award, which she used to partner with other teachers at Turner to begin a "Partner Reading" program in K-3rd grade.

Pine Grove Elementary Volunteer. Sharon Wiggins was invited to be one of 23 school volunteers in Louisiana chosen by A+PEL to attend the School Volunteer Award Ceremony at the Governor's Mansion in Baton Rouge, Louisiana.

North Caddo Science Teacher Awarded Teach Fellowship. Karen Merritt was recognized as the first from Louisiana to be awarded the TEACH Fellowship (Teachers Educating Across Cultures in Harmony).

June 4, 2013

The Caddo Parish School Board (CPSB) Transportation Committee met at approximately 2:30 p.m. on Tuesday, June 4, 2013, in the boardroom, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Mary Trammel, Chair; Steve Riall, Dottie Bell, Jasmine Green and ex-officio members Larry Ramsey and Carl Pierson. Ginger Armstrong was absent. Others in attendance were James Woolfolk, Otis Jones, Bruce Ross and Carl Corley of Ross Bus Sales in Alexandria, Louisiana; and Jackie Lansdale, Red River United. Mr. Pierson led the prayer.

Buses. Chair Mary Trammel recognized James Woolfolk, chief operations officer, and Otis Jones, director of transportation, who reported to the committee on the current bus fleet numbers, age, and replacement options. Mr. Jones reminded the committee that a bus, by law, must be pulled from usage after 25 years, and highlighted the following bus replacement proposals: (1) bus lease/purchase 5 years; (2) bus purchase; and (3) bus straight lease 5 years. Discussion was also held on the possibility of outsourcing and the benefits of this type plan versus purchasing buses. Staff was asked to look into the possibility of using the District's debt service for the purchase of any buses. Staff also shared with the committee the cost comparison for each option, the cost of regular education and special education buses, five-year and 10-year lease options, mileage restrictions, cost for miles over mileage allotment, maintenance on leased vehicles, district responsibility for leased vehicles, etc. Following submission and discussion of data, Mr. Woolfolk stated that staff is not ready to make a proposal to the committee at this time, but hopes the information provides the committee with a better overall picture. When asked about vendors, staff stated there are only two that qualify in the State of Louisiana, and the 3rd is in Hammond.

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Staff members were asked to look at (1) the number of special routes (field trips, etc.), (2) the one-person routes (from one school to another during the day); inefficient routes, and (3) cameras on the remainder of school buses. These items will be discussed at the next meeting.

Ms. Trammel announced that the next meeting will be on June 19th at 10:30 a.m.

There being no additional items for discussion, the meeting adjourned at approximately 3:55 p.m.

Public Hearing on the 2013-14 CPSB Consolidated Annual Budget. President Ramsey declared the public hearing open on the 2013-14 CPSB Consolidated Annual Budget.

Jackie Lansdale, Red River United, stated there are two areas she would like to bring to the Board's attention: (1) changes relative to the staffing formula and the planning time (some schools have not been able to plan this), and (2) the supply money for teachers. She stated that relative to the change in the staffing formula and the change in the planning time, there are some problems in some schools being able to accommodate the time everyday without the consideration of lengthening the school day, and she believes this is in compliance with State law and BESE policy. Mrs. Lansdale also said if this type turmoil was created anywhere besides public education, someone would lose their job; and if the school day is lengthened to provide the planning time, the Board can expect to see a legal challenge brought against it. Relative to the supply money, Mrs. Lansdale stated she has not heard anything about a CEEF committee meeting taking place to address the CEEF money and provide the resources to the classroom.

There being no additional speakers, President Ramsey declared the public hearing closed.

VISITORS

Jackie Lansdale, president of Red River United, announced they launched a Principals Report Card last month, which is a survey for educational professionals to evaluate their administration by honestly assessing the school environments. She said the results from the survey were overwhelming and they spanned the spectrum from glorious to the quasi profane and she highlighted some of the responses received. Noting that sometimes the bullies are the principals, which makes it difficult to keep good teachers, the Board should be instructing the Superintendent who instructs the principals to meet with the teachers to see what is best for that school. She encouraged the Board to look at the turnovers, the status of teachers at a school and ask them. Mrs. Lansdale also announced that RRU is prepared to conduct bullying workshops if the Board will so allow them to do so and she will not rest until some of the principals are removed from the schools where they are located because they are a harm to the boys and girls in the neighborhoods.

Billy Wayne, executive director of Urban Support Agency, addressed the Board on the successful results they have experienced in Caddo relative to academic tutoring and high caliber enrichment programs for the children. He stated that USA has endeavored to be a valuable contributor to Caddo through increasing student performance scores and decreasing student discipline problems. The district over the past several years has been in partnership between out of district providers in Title 1 schools. These successful endeavors have not only allowed sight leadership options, but have exhibited the desire within the district to show community program involvement. In respect to this, Mr. Wayne stated that the agency is requesting answers to three questions.

1. As of this date, they have not been informed formally of what the District plans to do in regards to Title I after school Super Saturday tutoring programs for the upcoming 2013-14 school year.
2. Will there be discussions with 2012-2013 Title 1 providers in regards to those years program operations were at Title 1 schools, i.e. we just completed a year of operating as a partnership with the District at Title 1 schools whereby administrators chose their providers, and will there be discussion regarding the results?
3. Should the District decide to go in another direction for 2013-2014 with these Title 1 monies, will the reasons as to why be stated?

He said the agency appreciates the opportunities to serve students in Caddo Parish and would appreciate a written response to these questions.

Jon Glover, employee, shared information on a forum she attended where by an issue of mass proportion was discussed pertaining to race relations in Caddo Parish. At the top of their concern was the present status relative to education and to see how race has been an instrument in determining the success and failure of educating every child in Caddo Parish. Oftentimes when facing the unknown, fear sets in and this inhibits one from acting properly, and she believes such is the case with the Caddo system. She asked if the school system is to survive the impending, fast approaching devastation will the Board not allow someone like her and others to help it regain its footing? Ms. Glover said the focus should be on educating every child in Caddo Parish; but yet she sees every educational opportunity being deteriorated for inner city students. She shared charts reflecting that every inner city school in Caddo Parish is in jeopardy and she asks why? With the decline in the education system over the past 20 years, she doesn't see where any viable solution has been brought forth to address this concern. Many programs have been implemented, but they have only seen more failure; and a system divided against itself will not stand and that is the current persona projected by Caddo Parish. She said she knows there are those that have issue with her continually bringing such issues to light; but until it is addressed, she is here. She encouraged the Board to please note that every effort is expended to bring about the school system; otherwise, the handwriting is on the wall and students will be left behind. It's the Board members that are the stewards for guiding the educational system and asked the Board if it knows its flock; because if not, it could be the flock that has set a course of destruction for the system. Good leadership will assure success in the system; and without good leadership, the District is doomed.

Eppie Adams, Caddo District PTA, referenced a comment from the meeting earlier today as to where was the community in the stakeholders meeting, and based on the attendance in the monthly school board meetings, the attendance at the stakeholders meetings was approximately the same. She noted that one of the meetings that had the fewest attendees had the most to say and went over the one-hour allotted time; and in the two meetings she attended she noticed that people wanted to speak and wanted to be heard. Thus, she doesn't believe it is necessarily where the community is, but maybe an issue of trust between the community and the School Board. Ms. Adams stated that some possible solutions might be to have some smaller town hall type meetings and facilitated discussions because people will be more likely to speak at these. She encouraged the Board to get out in the schools and volunteer in the classroom, to strive in the coming school year to reach out and get to know the community, and hopefully regain trust.

Glen Davenport, employee, addressed the Board on an issue relative to his current working conditions. He stated that he believes management has forgotten their role to encourage and insure that every employee is treated fairly. Mr. Davenport shared he is discontented with his present situation and wonders if he can trust the Board to address his needs and concerns. Mr. Hooks asked the superintendent to look into this situation, and Mr. Rachal asked for a report to be submitted to the Board.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JUNE 18, 2013 CPSB MEETING

Superintendent Dawkins highlighted items for the Board's consideration and President Ramsey announced that the following items will be the consent agenda: 6.02, 7.01, 8.02-8.04, 8.07-8.11. Dr. Dawkins announced that there are no personnel recommendations today; however, he has talked to the Board President about possibly calling a special meeting to address personnel recommendations. He also announced that 8.12 "Request for Level 4 Grievance Hearing" has been resolved. *Ms. Priest moved, seconded by Ms. Trammel, to approve the agenda and proposed consent agenda as submitted. Vote on the motion carried.* The following is a summary of the Board's action on consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of April 19, 2013-May 24, 2013 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids (Purchasing). The board approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Oak Farms Dairy, totaling \$1,124,435.00 and Blue Bell Creameries, totaling \$79,521.00 for the purchase of Milk and Dairy Products; (2) Flowers Baking, totaling \$192,320.00 for the purchase of Bread and Bread Products; and (3) Oak Farms Dairy, totaling \$1,315,650.00 for the purchase of fruit juice. A copy of the bid tabulations sheets is filed in the official record of the June 18, 2013 CPSB meeting.

Item No. 8

8.02 Long-Term Use of CPSB Facilities. The board approved the requests for long-term use of BTW's gymnasium and Green Oaks Theatre of The Performing Arts (Yazzy) as recommended by staff and submitted in the mailout.

8.03 Request for Use of Buses. The board approved the requests for use of Caddo's buses as recommended by staff and submitted in the mailout.

8.04 Rename Southwood High School Gymnasium for Coach Steve McDowell. The board approved renaming the Southwood High School gymnasium for Coach Steve McDowell.

8.07 Proposed Oil, Gas & Mineral Lease, Strata Acquisitions, LLC. The board approved resolution authorizing the State Mineral Board to act on behalf of Strata Acquisitions, LLC, in acquiring an Oil, Gas and Mineral Lease on land owned by the Caddo Parish School Board and as described in the mailout.

8.08 Authorization to Lease Hamilton Terrace School Property. The board authorized staff to bid out for lease the Hamilton Terrace school property.

8.09 Authorization to Piggyback on Bossier Parish School Board's 2011-12-68 for School Bus Recording System. The board authorized the Caddo Parish School Board Transportation Department to piggyback on Bossier Parish School Board's bid for two digital cameras and software totaling \$1,068.

8.10 July Board Meeting Date. The board approved combining the July work session and the regular session and holding only one meeting in July on July 16.

8.11 Resolution Providing for Canvassing the Returns and Declaring the Results of the Special Election Held on May 4, 2013. The board approved the following resolution for canvassing the returns and declaring the results of the Special Election held on May 4, 2013.

RESOLUTION

A resolution providing for canvassing the returns and declaring the results of the special election held in the Parishwide School District of Caddo Parish, Louisiana, on Saturday, May 4, 2013, to authorize the renewal of special taxes therein.

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

SECTION 1. Canvass. This Governing Authority does now proceed in open and public session to examine the official tabulations of votes cast at the special election held in the Parishwide School District of Caddo Parish, Louisiana, on SATURDAY, MAY 4, 2013, to authorize the renewal of special taxes therein, and said Governing Authority does further proceed to examine and canvass the returns and declare the results of the special election.

SECTION 2. Procès Verbal. A *Procès Verbal* of the canvass of the returns of said election shall be made and a certified copy thereof shall be forwarded to the Secretary of State, Baton Rouge, Louisiana, who shall record the same in his office; another certified copy thereof shall be forwarded to the Clerk of Court and *Ex-Officio* Recorder of Mortgages in and for the Parish of Caddo, who shall record the same in the Mortgage Records of said Parish; and another copy thereof shall be retained in the archives of this Governing Authority.

SECTION 3. Promulgation of Election Results. The results of said election shall be promulgated by publication in the manner provided by law.

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Steve Riall	<u> X </u>	_____	_____	
Jasmine Green	<u> X </u>	_____	_____	
Carl A. Pierson, Sr.	<u> X </u>	_____	_____	
Charlotte Crawley	<u> X </u>	_____	_____	
Curtis Hooks	<u> X </u>	_____	_____	
Mary Trammel	<u> X </u>	_____	_____	
Lillian Priest	<u> X </u>	_____	_____	
Bonita Crawford	<u> X </u>	_____	_____	
Barry F. Rachal	<u> X </u>	_____	_____	
Larry Ramsey	<u> X </u>	_____	_____	
Ginger Armstrong	<u> X </u>	_____	_____	
Dottie Bell	<u> X </u>	_____	_____	

And the resolution was declared adopted on this, the 18th day of June, 2013.

/s/ Gerald Dawkins	/s/ Larry Ramsey
Secretary	President

PROCÈS VERBAL AND PROCLAMATION OF THE CANVASS OF THE VOTES CAST AT THE SPECIAL ELECTION HELD IN THE PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA, ON SATURDAY, MAY 4, 2013.

BE IT KNOWN AND REMEMBERED that on Tuesday, June 18, 2013, at four-thirty o'clock (4:30) p.m., at its regular meeting place, the Board Room, 1961 Midway Avenue, Shreveport, Louisiana, the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of the Parishwide School District of Caddo Parish, Louisiana (the "District"), and being the authority ordering the special election held therein on Saturday, May 4, 2013, with the following members present: Steve Riall, Jasmine Green, Carl Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong, Dottie Bell.

There being absent: None

did, in open and public session, examine the official certified tabulations of votes cast at the said election, and did examine and canvass the returns of the said election, there having been submitted at said election the following propositions, to wit:

PROPOSITION NO. 1
(MILLAGE RENEWAL)

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 17.11 mills tax on all the property subject to taxation in the District (an estimated \$27,842,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of providing funds for operation, maintenance and additional support of public elementary and secondary schools in Caddo Parish, Louisiana?

**PROPOSITION NO. 2
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 6.86 mills tax on all the property subject to taxation in the District (an estimated \$11,163,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of acquiring sites for and the construction and improvement of public school buildings and other public school facilities in Caddo Parish, Louisiana?

**PROPOSITION NO. 3
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy an 11.26 mills tax on all the property subject to taxation in the District (an estimated \$18,323,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2015 and ending with the year 2024, for the purpose of providing additional support to public elementary and secondary schools in Caddo Parish, including the acquisition, replacement and maintenance of microcomputers, buses, air conditioners, and other equipment, and for the operation and maintenance of the public school system of Caddo Parish, Louisiana?

There was found by said count and canvass that the following votes had been cast at the said special election **IN FAVOR OF** and **AGAINST**, respectively, the propositions as hereinabove set forth at the following polling places, to-wit:

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
001	Northside Elementary School, 1950 Northside Road, Shreveport	24	2	25	2	22	3
002	Lakeview United Methodist Church, 5550 S. Lakeshore Drive, Shreveport	68	51	67	51	66	50
003	Bethune Math/Sci Middle Academy, 4331 Henry Street, Shreveport	46	4	45	4	47	3
004	Southern Hills Elementary School, 9075 Kingston Road, Shreveport	58	10	55	12	58	10
005A	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport	40	6	40	5	42	6
005B	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport	44	5	44	5	44	4
006	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport	5	1	5	1	5	1
007	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport	13	14	13	14	13	14

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
008	Shreve City Baptist Church, 2810 Knight Street, Shreveport	49	29	48	30	50	28
009	Shreve Island Elementary School, 836 Sewanee Place, Shreveport	47	23	47	23	48	22
010	A. C. Steere Elementary School, 4009 Youree Drive, Shreveport	46	39	47	38	47	38
011	Arthur Circle Elementary School, 261 Arthur Street, Shreveport	78	28	75	31	76	28
012	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport	35	55	35	55	36	54
013	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport	77	52	76	53	76	53
014	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport	26	26	24	29	26	27
015	Byrd High School Learning Center, 700 Kings Hwy., Shreveport	19	14	19	14	20	13
016	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport	80	74	76	77	81	73
017	Byrd High School Learning Center, 700 Kings Hwy., Shreveport	23	17	23	17	23	17
020	Byrd High School Learning Center, 700 Kings Hwy., Shreveport	55	28	54	29	55	28
021	South Highland Elementary School, 831 Erie Street, Shreveport	36	51	34	55	37	51
022	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport	47	96	47	93	49	94
023	Fairfield Avenue Elementary Magnet, 6215 Fairfield Avenue, Shreveport	30	2	29	2	30	2
024	South Highland Elementary School, 831 Erie Street, Shreveport	45	63	43	65	45	62
025	Werner Park Elementary School, 2715 Corbitt St./Hearne Ave. Ent., Shreveport	35	13	36	13	36	13
026	Betty Virginia Park Recreation Building, 4010 Line Avenue, Shreveport	27	41	27	41	28	40
027	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport	33	34	32	33	30	37
028	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport	0	0	0	0	0	0

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
029	B T Washington New Tech High School, 2104 Milam Street, Shreveport	46	17	45	17	43	17
030	Atkins Branch Shreve Memorial Library, 3704 Greenwood Road, Shreveport	134	15	132	16	133	16
031	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport	35	5	35	5	36	3
032	Mall St. Vincent, 1133 St. Vincent Avenue , Shreveport	15	10	13	12	13	12
034	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport	55	7	56	8	58	5
035	Linwood Public Charter School, 401 W. 70th Street, Shreveport	14	4	14	4	14	4
036	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport	25	3	25	3	25	3
037	Queensborough Elementary School, 2701 Catherine Street, Shreveport	30	3	31	2	30	2
038	Caddo Middle Career & Technology School, 6310 Clift Avenue, Shreveport	48	6	46	6	48	4
039	J S Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport	23	3	23	3	24	2
040	Credit and Recovery Center, 401 N. Holzman Street, Shreveport	25	2	24	3	24	2
041	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport	31	1	31	1	31	1
042	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport	18	0	17	1	17	1
043	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport	15	0	15	0	15	0
044	Shreveport Job Corps Center, 2800 W. College Street, Shreveport	38	8	35	9	38	6
045	Lakeshore Elementary School, 1807 San Jacinto Avenue, Shreveport	86	10	85	13	86	10
046	Fair Park College Prep High School, 3222 Greenwood Road, Shreveport	30	8	30	9	29	9
047	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport	66	38	63	41	68	36
048	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport	58	60	55	63	58	60

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
049A	Youree Drive Middle School, 6008 Youree Drive, Shreveport	44	41	42	42	43	41
049B	Youree Drive Middle School, 6008 Youree Drive, Shreveport	45	53	46	51	47	51
050	Caddo Middle Magnet School, 7635 Cornelious Lane, Shreveport	62	14	62	13	63	13
051	81st Street ECE Center, 8108 Fairfield Avenue, Shreveport	87	8	85	11	89	7
052	Woodlawn Leadership Academy, 7340 Wyngate Blvd., Shreveport	24	5	23	5	23	5
053	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport	35	9	35	9	35	9
054	Judson Elementary Fundamental Magnet School, 3809 Judson Street, Shreveport	59	11	57	13	55	11
055	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport	26	10	26	10	26	9
056	University Elementary School, 9900 Smitherman Drive, Shreveport	73	57	73	58	75	56
057	Pine Grove Elementary School, 1700 Caldwell Street, Shreveport	32	5	32	5	32	5
058	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport	46	1	46	2	45	1
059	Linwood Public Charter School, 401 W. 70th Street, Shreveport	52	6	51	7	50	6
060	Morning Star Baptist Church, 5340 Jewella Avenue, Shreveport	45	9	44	10	45	9
061	Mooretown ECE Center, 3913 Powell Street, Shreveport	60	3	61	3	60	3
062	Southwood High School, 9000 Walker Road, Shreveport	64	5	63	6	63	5
063	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport	37	13	37	13	38	12
064	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport	37	5	36	6	35	6
065	Southwood High School, 9000 Walker Road, Shreveport	27	16	25	17	27	16
066	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville	40	30	41	29	40	30
067	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport	35	6	36	5	36	5

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
068	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport	59	69	57	70	57	69
069	Westwood Elementary School, 7325 Jewella Avenue, Shreveport	48	18	47	19	47	19
070	Westwood Elementary School, 7325 Jewella Avenue, Shreveport	82	13	83	12	82	13
071	J.S. Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport	45	11	47	9	47	9
072	Baptist Student Center, LSU-S, Building #43 One University Place, Shreveport	28	29	26	30	27	29
073	David Raines Center, 1625 David Raines Road, Shreveport	83	8	81	8	81	8
074	Northside Elementary School, 1950 Northside Road, Shreveport	25	5	26	3	26	4
075	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport	63	112	62	113	62	113
076	University Elementary School, 9900 Smitherman Drive, Shreveport	58	57	55	60	58	57
077	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport	53	39	52	41	52	41
078	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport	20	3	20	3	20	3
079	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport	15	8	14	8	15	8
080	Mooretown ECE Center, 3913 Powell Street, Shreveport	38	3	37	5	37	4
081	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport	41	9	41	9	41	9
082	North Highlands Elementary School, 885 Poleman Road, Shreveport	79	32	75	35	79	31
083	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport	106	32	103	33	103	35
084	Western Hills Baptist Church, 4153 Pines Road, Shreveport	114	15	111	17	110	18
085	Huntington High School, 6801 Raspberry Lane, Shreveport	51	21	51	21	52	22
086	Oak Park Elementary School, 4941 McDaniel Drive, Shreveport	85	8	82	9	81	8
087	Huntington High School, 6801 Raspberry Lane, Shreveport	75	15	73	15	74	15

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
088	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport	55	15	55	15	55	15
089	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport	58	31	57	32	58	31
090A	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport	50	16	52	15	52	15
090B	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport	36	13	36	13	38	11
091A	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport	37	24	36	25	36	25
091B	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport	28	21	28	22	28	22
092	Forest Hill Elementary School, 2005 Francais Drive, Shreveport	51	48	50	49	51	49
093	Southern Hills Elementary School, 9075 Kingston Road, Shreveport	31	38	31	37	32	36
094	Summerfield Estates, 9133 Baird Road, Shreveport	66	30	65	30	67	28
095	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport	90	55	90	55	92	53
097	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport	34	38	32	41	33	39
098	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport	11	10	11	10	11	10
099	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport	17	2	17	2	16	2
100	Huntington High School, 6801 Rasberry Lane, Shreveport	60	11	59	11	59	11
101	University Elementary School, 9900 Smitherman Drive, Shreveport	48	36	48	35	48	35
102	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport	36	32	36	32	35	32
103	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport	105	59	103	61	106	59
104	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport	70	75	65	78	68	76
105	Caddo Fire District #4, 8240 Colquitt Road, Keithville	45	15	43	17	44	16

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
106	Northwood High School, 5939 Old Mooringsport Road, Shreveport	52	18	53	17	54	16
107	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport	13	2	13	2	13	2
108	University Elementary School, 9900 Smitherman Drive, Shreveport	27	23	27	23	28	22
109	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport	40	79	39	80	38	81
110	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport	39	46	39	46	38	46
111	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport	30	6	30	5	29	6
112	University Elementary School, 9900 Smitherman Drive, Shreveport	25	41	26	40	25	41
113	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport	48	13	48	13	48	13
114	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport	34	7	35	7	36	7
115	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport	87	113	82	117	86	113
122A	The Police/Fire Academy, 6440 Greenwood Road, Shreveport	94	17	94	17	94	17
122B	The Police/Fire Academy, 6440 Greenwood Road, Shreveport	98	16	98	16	95	16
123	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville	33	32	33	33	33	33
125	Keithville Elementary/Middle School, 12201 Mansfield Road, Keithville	56	31	53	34	55	32
126	Faith Baptist Church, 10525 Linwood Avenue, Shreveport	32	8	33	8	32	9
127	LSU Pecan Station, 10300 Harts Island Road, Shreveport	9	27	9	27	9	27
128	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport	52	66	52	66	53	65
129	Shreve Island Elementary School, 836 Sewanee Place, Shreveport	51	30	51	29	51	28
130	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport	1	3	1	3	1	3

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
132	Caddo Fire District #4, 8240 Colquitt Road, Keithville	33	27	31	30	32	29
133	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport	16	20	15	21	15	21
134	West Shreve Memorial Branch Library, 4380 Pines Road, Shreveport	12	5	11	6	11	6
135	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport	32	50	32	50	32	50
136A	Blanchard Elementary School, 402 Birch Avenue, Blanchard	26	32	21	38	27	32
136B	Blanchard Elementary School, 402 Birch Avenue, Blanchard	31	31	32	30	30	30
137	Northwood High School, 5939 Old Mooringsport Road, Shreveport	41	22	41	22	42	21
138	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport	9	3	9	3	9	3
139	Caddo Fire District #7, 122 Croom Street, Mooringsport	23	15	24	15	24	14
140	Caddo Fire District #7 Substation #4, 312 Gray Street, Belcher	20	28	19	29	21	27
142	Oil City Community Center, 310 Savage Street, Oil City	16	14	16	14	16	14
143	Vivian Elementary/Middle School, 100 W. Kentucky Avenue, Vivian	41	43	40	45	43	43
144	North Caddo Branch Library, 615 N. Pine Street, Vivian	39	27	36	28	39	27
145	Caddo Fire District #7 Substation #2, 5487 Adger Street, Gilliam	2	4	2	4	2	4
146	Ida Means Community Center, 6955 Cedar Lane, Ida	17	8	17	8	16	8
149	Rodessa Village Hall, 10093 Main Street, Rodessa	12	19	13	19	13	19
150	Ida Means Community Center, 6955 Cedar Lane, Ida	14	13	13	14	14	13
151	Hosston Village Hall, 15669 US Hwy. 71, Hosston	6	7	4	10	5	9
154	Gilliam Village Hall, 12825 Main Street, Gilliam	9	3	8	4	9	3
155	Belcher Village Hall, 411 Charles Street, Belcher	17	14	17	14	17	14
156	Oil City Community Center, 310 Savage Street, Oil City	11	14	11	14	11	14

POLLING PLACES		PROP. NO. ONE		PROP. NO. TWO		PROP. NO. THREE	
Pct.	POLLING PLACE	YES	NO	YES	NO	YES	NO
157	Caddo Fire District #7, 122 Croom Street, Mooringsport	14	19	14	19	14	19
158	Blanchard Elementary School, 402 Birch Avenue, Blanchard	66	56	65	57	66	56
159	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood	52	30	51	31	52	30
160	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport	26	28	23	31	24	29
161	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport	18	5	18	5	18	5
162	Caddo Fire District #4, 8240 Colquitt Road, Keithville	41	28	41	28	41	28
163	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport	22	26	21	26	21	26
164	Blanchard Elementary School, 402 Birch Avenue, Blanchard	3	4	3	4	3	4
165	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood	23	5	23	5	21	7
166	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport	26	18	25	18	26	18
ABSENTEE		833	626	808	652	846	613
TOTALS		7,276	4,183	7,139	4,300	7,265	4,157
MAJORITY FOR		3,093		2,839		3,108	

The polling places above specified being the only polling places designated at which to hold the said election, it was therefore shown that

(i) there was a total of **7,276** votes cast **IN FAVOR OF** Proposition No. 1 and a total of **4,183** votes cast **AGAINST** Proposition No. 1, as hereinabove set forth, and that there was a majority of **3,093** votes cast **IN FAVOR OF** Proposition No. 1 as hereinabove set forth;

(ii) there was a total of **7,139** votes cast **IN FAVOR OF** Proposition No. 2 and a total of **4,300** votes cast **AGAINST** Proposition No. 2, as hereinabove set forth, and that there was a majority of **2,839** votes cast **IN FAVOR OF** Proposition No. 2 as hereinabove set forth; and

(iii) there was a total of **7,265** votes cast **IN FAVOR OF** Proposition No. 3 and a total of **4,157** votes cast **AGAINST** Proposition No. 3, as hereinabove set forth, and that there was a majority of **3,108** votes cast **IN FAVOR OF** Proposition No. 3 as hereinabove set forth.

Therefore, the Governing Authority did declare and proclaim and does hereby declare and proclaim in open and public session that Proposition No. 1, Proposition No. 2 and Proposition No. 3 as hereinabove set forth were duly **CARRIED** by a majority of the votes cast by the qualified electors voting at the said special election held in the District on Saturday, May 4, 2013.

Exhibit "A" attached hereto and made a part of this *Procès Verbal* is a copy of the Notice of Special Election and proof of publication thereof.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 18th day of June, 2013.

ATTEST: _____
/s/ Larry Ramsey
President

/s/ Gerald Dawkins
Secretary

EXHIBIT "A"

NOTICE OF SPECIAL ELECTION

Pursuant to the provisions of a resolution adopted by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of the Parishwide School District of Caddo Parish, Louisiana (the "District"), on January 15, 2013, NOTICE IS HEREBY GIVEN that a special election will be held within the District on **SATURDAY, MAY 4, 2013**, and that at the said election there will be submitted to all registered voters in the District qualified and entitled to vote at the said election under the Constitution and Laws of the State of Louisiana and the Constitution of the United States, the following propositions, to-wit:

**PROPOSITION NO. 1
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 17.11 mills tax on all the property subject to taxation in the District (an estimated \$27,842,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of providing funds for operation, maintenance and additional support of public elementary and secondary schools in Caddo Parish, Louisiana?

**PROPOSITION NO. 2
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy a 6.86 mills tax on all the property subject to taxation in the District (an estimated \$11,163,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2014 and ending with the year 2023, for the purpose of acquiring sites for and the construction and improvement of public school buildings and other public school facilities in Caddo Parish, Louisiana?

**PROPOSITION NO. 3
(MILLAGE RENEWAL)**

Shall the Parishwide School District of Caddo Parish, Louisiana, levy an 11.26 mills tax on all the property subject to taxation in the District (an estimated \$18,323,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of 10 years, commencing with the year 2015 and ending with the year 2024, for the purpose of providing additional support to public elementary and secondary schools in Caddo Parish, including the acquisition, replacement and maintenance of microcomputers, buses, air conditioners, and other equipment, and for the operation and maintenance of the public school system of Caddo Parish, Louisiana?

The said special election will be held at the following polling places situated within the District, which polls will open at seven o'clock (7:00) a.m., and close at eight o'clock (8:00) p.m., in accordance with the provisions of La. R.S. 18:541, to-wit:

PARISHWIDE POLLING PLACES	
Precinct	Location
001	Northside Elementary School, 1950 Northside Road, Shreveport
002	Lakeview United Methodist Church, 5550 S. Lakeshore Drive, Shreveport
003	Bethune Math/Sci Middle Academy, 4331 Henry Street, Shreveport
004	Southern Hills Elementary School, 9075 Kingston Road, Shreveport
005A	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport
005B	Cherokee Park Elementary School, 2010 Algonquin Trail, Shreveport
006	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
007	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport
008	Shreve City Baptist Church, 2810 Knight Street, Shreveport
009	Shreve Island Elementary School, 836 Sewanee Place, Shreveport
010	A. C. Steere Elementary School, 4009 Youree Drive, Shreveport
011	Arthur Circle Elementary School, 261 Arthur Street, Shreveport
012	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
013	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
014	Knights of Columbus Hall, 220 E. Stephenson Street, Shreveport
015	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
016	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport
017	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
020	Byrd High School Learning Center, 700 Kings Hwy., Shreveport
021	South Highland Elementary School, 831 Erie Street, Shreveport
022	Broadmoor Middle Lab School, 441 Atlantic Avenue, Shreveport
023	Fairfield Avenue Elementary Magnet, 6215 Fairfield Avenue, Shreveport
024	South Highland Elementary School, 831 Erie Street, Shreveport
025	Werner Park Elementary School, 2715 Corbitt St./Hearne Ave. Ent., Shreveport
026	Betty Virginia Park Recreation Building, 4010 Line Avenue, Shreveport
027	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport
028	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
029	B T Washington New Tech High School, 2104 Milam Street, Shreveport
030	Atkins Branch Shreve Memorial Library, 3704 Greenwood Road, Shreveport
031	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
032	Mall St. Vincent, 1133 St. Vincent Avenue , Shreveport
034	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport
035	Linwood Public Charter School, 401 W. 70th Street, Shreveport
036	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport
037	Queensborough Elementary School, 2701 Catherine Street, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
038	Caddo Middle Career & Technology School, 6310 Clift Avenue, Shreveport
039	J S Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport
040	Credit and Recovery Center, 401 N. Holzman Street, Shreveport
041	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport
042	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport
043	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport
044	Shreveport Job Corps Center, 2800 W. College Street, Shreveport
045	Lakeshore Elementary School, 1807 San Jacinto Avenue, Shreveport
046	Fair Park College Prep High School, 3222 Greenwood Road, Shreveport
047	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport
048	Haynes Avenue Baptist Church, 610 Haynes Avenue, Shreveport
049A	Youree Drive Middle School, 6008 Youree Drive, Shreveport
049B	Youree Drive Middle School, 6008 Youree Drive, Shreveport
050	Caddo Middle Magnet School, 7635 Cornelious Lane, Shreveport
051	81st Street ECE Center, 8108 Fairfield Avenue, Shreveport
052	Woodlawn Leadership Academy, 7340 Wyngate Blvd., Shreveport
053	Sunset Acres Elementary School, 6514 W. Canal Blvd., Shreveport
054	Judson Elementary Fundamental Magnet School, 3809 Judson Street, Shreveport
055	Praise Temple Baptist Cathedral, 4725 Greenwood Road, Shreveport
056	University Elementary School, 9900 Smitherman Drive, Shreveport
057	Pine Grove Elementary School, 1700 Caldwell Street, Shreveport
058	Caddo Heights Math/Science Elem Sch, 1702 Corbitt Street, Shreveport
059	Linwood Public Charter School, 401 W. 70th Street, Shreveport
060	Morning Star Baptist Church, 5340 Jewella Avenue, Shreveport
061	Mooretown ECE Center, 3913 Powell Street, Shreveport
062	Southwood High School, 9000 Walker Road, Shreveport
063	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport
064	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
065	Southwood High School, 9000 Walker Road, Shreveport
066	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville
067	Galilee Baptist Church, 1500 Pierre Avenue, Shreveport
068	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport
069	Westwood Elementary School, 7325 Jewella Avenue, Shreveport
070	Westwood Elementary School, 7325 Jewella Avenue, Shreveport
071	J.S. Clark Microsociety Middle School, 351 Hearne Avenue, Shreveport
072	Baptist Student Center, LSU-S, Building #43 One University Place, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
073	David Raines Center, 1625 David Raines Road, Shreveport
074	Northside Elementary School, 1950 Northside Road, Shreveport
075	Cedar Grove/Line Avenue Library, 8303 Line Avenue, Shreveport
076	University Elementary School, 9900 Smitherman Drive, Shreveport
077	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
078	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport
079	Calvary Baptist Church, 9333 Linwood Avenue, Shreveport
080	Mooretown ECE Center, 3913 Powell Street, Shreveport
081	Newton Smith Vis/Prf Arts Middle School, 3000 Martin Luther King Jr. Drive, Shreveport
082	North Highlands Elementary School, 885 Poleman Road, Shreveport
083	Ford Park Baptist Church, 5755 Yarbrough Road, Shreveport
084	Western Hills Baptist Church, 4153 Pines Road, Shreveport
085	Huntington High School, 6801 Rasberry Lane, Shreveport
086	Oak Park Elementary School, 4941 McDaniel Drive, Shreveport
087	Huntington High School, 6801 Rasberry Lane, Shreveport
088	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
089	Summerfield Elementary School, 3131 Ardis Taylor Drive, Shreveport
090A	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport
090B	Summer Grove Elementary School, 2955 Bert Kouns Industrial Loop, Shreveport
091A	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport
091B	Ridgewood Middle School, 2001 Ridgewood Drive, Shreveport
092	Forest Hill Elementary School, 2005 Francais Drive, Shreveport
093	Southern Hills Elementary School, 9075 Kingston Road, Shreveport
094	Summerfield Estates, 9133 Baird Road, Shreveport
095	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport
097	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport
098	Mall St. Vincent, 1133 St. Vincent Avenue, Shreveport
099	Stoner Hill Elementary Lab School, 2127 C E Galloway Blvd., Shreveport
100	Huntington High School, 6801 Rasberry Lane, Shreveport
101	University Elementary School, 9900 Smitherman Drive, Shreveport
102	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
103	Hamilton-Caddo Branch Library, 2111 Bert Kouns, Shreveport
104	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
105	Caddo Fire District #4, 8240 Colquitt Road, Keithville
106	Northwood High School, 5939 Old Mooringsport Road, Shreveport

PARISHWIDE POLLING PLACES	
Precinct	Location
107	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
108	University Elementary School, 9900 Smitherman Drive, Shreveport
109	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
110	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
111	Bilberry Park Recreation Center, 1905 Alabama Street, Shreveport
112	University Elementary School, 9900 Smitherman Drive, Shreveport
113	Holy Trinity Lutheran Church, 8895 Youree Drive, Shreveport
114	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
115	Ellerbe Road United Methodist Church, 10130 Ellerbe Church Road, Shreveport
122A	The Police/Fire Academy, 6440 Greenwood Road, Shreveport
122B	The Police/Fire Academy, 6440 Greenwood Road, Shreveport
123	Grawood Baptist Gymnasium, 5841 Colquitt Road, Keithville
125	Keithville Elementary/Middle School, 12201 Mansfield Road, Keithville
126	Faith Baptist Church, 10525 Linwood Avenue, Shreveport
127	LSU Pecan Station, 10300 Harts Island Road, Shreveport
128	Grace Community United Methodist Church, 9400 Ellerbe Road, Shreveport
129	Shreve Island Elementary School, 836 Sewanee Place, Shreveport
130	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport
132	Caddo Fire District #4, 8240 Colquitt Road, Keithville
133	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
134	West Shreve Memorial Branch Library, 4380 Pines Road, Shreveport
135	Lakeview Baptist Church, 4520 Tacoma Blvd., Shreveport
136A	Blanchard Elementary School, 402 Birch Avenue, Blanchard
136B	Blanchard Elementary School, 402 Birch Avenue, Blanchard
137	Northwood High School, 5939 Old Mooringsport Road, Shreveport
138	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
139	Caddo Fire District #7, 122 Croom Street, Mooringsport
140	Caddo Fire District #7 Substation #4, 312 Gray Street, Belcher
142	Oil City Community Center, 310 Savage Street, Oil City
143	Vivian Elementary/Middle School, 100 W. Kentucky Avenue, Vivian
144	North Caddo Branch Library, 615 N. Pine Street, Vivian
145	Caddo Fire District #7 Substation #2, 5487 Adger Street, Gilliam
146	Ida Means Community Center, 6955 Cedar Lane, Ida
149	Rodessa Village Hall, 10093 Main Street, Rodessa
150	Ida Means Community Center, 6955 Cedar Lane, Ida
151	Hosston Village Hall, 15669 US Hwy. 71, Hosston
154	Gilliam Village Hall, 12825 Main Street, Gilliam

PARISHWIDE POLLING PLACES	
Precinct	Location
155	Belcher Village Hall, 411 Charles Street, Belcher
156	Oil City Community Center, 310 Savage Street, Oil City
157	Caddo Fire District #7, 122 Croom Street, Mooringsport
158	Blanchard Elementary School, 402 Birch Avenue, Blanchard
159	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood
160	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
161	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport
162	Caddo Fire District #4, 8240 Colquitt Road, Keithville
163	Calvary Pentecostal Church, 6811 Woolworth Road, Shreveport
164	Blanchard Elementary School, 402 Birch Avenue, Blanchard
165	Greenwood Multi-Purpose Center, 6978 Howell Street, Greenwood
166	Donnie Bickham Middle School, 7240 Old Mooringsport Road, Shreveport

The polling places set forth above are hereby designated as the polling places at which to hold the said election, and the Commissioners-in-Charge and Commissioners, respectively, shall be those persons designated according to law.

The said special election will be held in accordance with the applicable provisions of Chapter 5 and Chapter 6-A of Title 18 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and the officers appointed to hold the said election, as provided in this Notice of Special Election, or such substitutes therefor as may be selected and designated in accordance with La. R.S. 18:1287, will make due returns thereof to said Governing Authority, and NOTICE IS HEREBY FURTHER GIVEN that the Governing Authority will meet at its regular meeting place, the Board Room, 1961 Midway Avenue, Shreveport, Louisiana, on **TUESDAY, JUNE 18, 2013, at FOUR-THIRTY O'CLOCK (4:30) P.M.**, and shall then and there in open and public session proceed to examine and canvass the returns and declare the results of the said special election. All registered voters of the District are entitled to vote at said special election and voting machines will be used.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 15th day of January, 2013.

ATTEST:

/s/ Larry Ramsey

President

/s/ Gerald Dawkins

Secretary

An affidavit showing that the Notice of Special Election was published on February 22, March 1, March 8 and March 15, 2013 in The Times is a part of the Procès Verbal of the special election and is available for public inspection at the office of the Caddo Parish School Board, 1961 Midway Street, Shreveport, Louisiana during normal working hours.

PROCLAMATION

I, the undersigned President of the Parish School Board of the Parish of Caddo, State of Louisiana, the governing authority of the Parishwide School District of Caddo Parish, Louisiana (the "District"), do hereby declare, proclaim and announce that Proposition No. 1, Proposition No. 2 and Proposition No. 3 submitted at the special election held in the District on Saturday, May 4, 2013, were CARRIED by a majority of the votes cast at the said special election, all as described and set out in the above *Procès Verbal*.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 18th day of June, 2013.

/s/ Larry Ramsey

President

APPOINTMENT OF OFFICIAL JOURNAL

Mr. Rachal moved, seconded by Ms. Trammel, that The Times be appointed official journal for the 2013-14 year as recommended by staff and submitted in the mailout. Vote on the motion carried with Mr. Riall opposed.

CPSB POLICY/COMPLIANCE TO ACT 624: ADMINISTERING AUTO INJECTABLE EPINEPHRINE

Ms. Priest moved, seconded by Mr. Hooks, to approve a CPSB Policy whereby Caddo is in compliance with Act 624 relative to administering auto injectable epinephrine. Mr. Rachal asked if a permission slip/release form will be signed by the parent or guardian? Dr. Dawkins said it is his understanding that this is a State requirement; and while he does not understand the details, he believes parents would be informed if any medicine is administered. Dr. Robinson explained that there is a pre-authorization from parents to use this when necessary and staff never makes use without making contact with the parent prior to administering. Mr. Rachal asked if the State Act requires us to do this regardless of whether or not we have the authorization? Mr. Abrams stated the act is one that if the parent makes the staff aware that their child has an allergy to stings, it can be administered; but regardless of permission slips, etc., if the school staff acts in good faith to address a student who has been stung by a bee and it is believed the student will have a reaction, they are authorized to use it. Mr. Abrams also noted that it also authorizes the pharmacy to prescribe it to the school which means the school can keep it for use in the event this emergency arises. He also stated that it will be at the District's own risk, but it would have to be a trained person that knows what they are doing in these incidents. Mr. Rachal asked if the District is liable if it doesn't, and Mr. Abrams said yes, if the Statute is not followed. Mr. Abrams further added that the intent behind the Statute is that parents will make the school aware that their child is subject to certain allergic reactions, and also this is something that has to be in our policy and in the Student Handbook. Vote on the motion carried unanimously.

RESOLUTION TO ADOPT THE 2013-14 CONSOLIDATED ANNUAL BUDGET

Mrs. Armstrong moved, seconded by Ms. Priest, to adopt the 2013-14 Consolidated Annual Budget. Mr. Hooks stated that he cannot support this motion because too many positions are being cut in Special Education which concerns him relative to compliance, and because the staffing formula changes will allow too many students in a classroom. Mrs. Crawley stated she cannot support this because of the policy change to the modified block as she believes we are asking the principals to do something that cannot be done as well as the pupil-teacher ratio. She added she believes this is balancing the budget on the backs of the classroom by increasing the ratio in K-1 and 4-5. Mrs. Crawley also stated her concern in finding the reading specialist positions, because she remembers two years ago the big push was no child will get out of the third grade without being able to read; and if they did not have the training through a college, they would be trained here, however, the Board never received a report on the status.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Board members Crawley, Crawford and Rachal opposed and Board members Riall, Green, Pierson, Hooks, Trammel, Priest, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion carried with Board members Crawley, Hooks, and Rachal opposed and Board members Riall, Green, Pierson, Trammel, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Dawkins shared with the Board a packet of information updating them on the AU high schools' academic achievement, the financial condition of the District and history associated with it, and the academic action plan for 2013-14 developed by Mrs. Turner's instructional team prior to her departure in collaboration with Dr. Laster and the Network Team from the Department of Education. He also shared with everyone his Vision 2020 recommendation from three years ago for those who seem to believe the District did not have a long-range plan. Dr. Dawkins pointed out information on the AU high schools prominently talked about, including the year each entered AU status and their school performance scores. A composite of where the schools are headed in terms of their achievement was noted as well as how each one has shown gains every year, every testing cycle; and it is expected that when scores come out in August, Green Oaks and Booker T. Washington will come out of corrective action. Dr. Dawkins also presented the District School Performance Scores for the past 10 years, divided into 5-year segments, with the first five years reflecting scores around 82% and the last five years reflecting a steady progression of scores being close to 94% districtwide. He also shared graduation co-hort rates for the District beginning in 2005-2006 noting that the last two years the rates have increased closer to the State rate of 66%, and Woodlawn was recognized for their increased graduation co-hort rate. Dr. Dawkins also called everyone's attention to the General Fund balance over the last 10 years noting that in 2003 the total Fund Balance was \$17 million and in 2008 when he started in Caddo, it was \$62 million and in 2012 it was \$56 million, noting the \$11 million transferred from the General Fund to the OPEB trust and had this not happened, the Fund Balance would have been close to \$70 million. He said he brings this information because there are those that believe the Board has spent money recklessly and looking at the history, it does not reflect this. The superintendent also presented MFP participation from the State and reminded everyone that districts did not receive the 2.75% participation for three or four years, and the State is just now beginning this participation again. Dr. Dawkins also shared enrollment numbers of students for the past 10 years and the steady decline in that number. The OPEB history was also shared and he reported that the \$14 million was included in the Total Fund Balance amount shared and again, if the District had chosen not to do this, the District's Fund Balance would be much healthier than it is today. Targeted schools cost, as a result of board requests and approval, for keeping and improving Caddo schools, totaled \$13.5 million in incentives, \$350,000 RSD costs, and \$1 million in program costs. Finally, he presented a financial risk management assessment from the Department of Education which he believes speaks volumes for Mr. Lee, his staff and the District, the Board and the staff. The superintendent also shared with the Board a 2013-14 Caddo Instructional Action Plan developed by Mrs. Turner and her team in cooperation with the Network Team from the State Department. He noted that this plan is approved by the State and is not his plan, but it is the District's plan in concert with Common Core and everything that goes with it, i.e. teacher leader training. Dr. Dawkins also announced that Rosemary Woodard, Kathy Gallant and Leisa Edwards will lead the efforts in the instructional department in the interim until the next superintendent makes that decision. Finally, he highlighted the Vision 2020 Plan that over three years would have saved the District approximately \$24 million had it been fully implemented, and reminded everyone that the District had at least one high school to go off line and there were those then that opposed it and some of the same ones are advocates for closing it today. He closed by stating he believes this base-line information can be used as the Board and the District move forward.

Lillian Priest thanked the superintendent for the indepth report and the factual picture it represents. She said it gives a good snapshot of where we are and it shows that the Caddo Parish School District did have a strategic plan, part of which was implemented, part of it was not.

Dottie Bell expressed appreciation for the report and asked if it will be given to the public, and Dr. Dawkins responded that staff will post it on-line.

Mary Trammel stated that she received the information on the Advisory Committee and the makeup of the committee does not represent the District and she would like to know why some of the names she submitted are not included on the list.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal asked for an explanation of how we had an ad in the Money Saver newspaper advertising for Superintendent of Schools.

Mr. Hooks stated he is again requesting answers to his request made since May and he would like to know why he has not received it.

Mrs. Crawley asked that Mr. Wayne's questions relative to the Title 1 after-school program be answered and that she is made aware of our response to him. She also asked that the Board get a copy of the report on the employee that appeared before the Board. Mrs. Crawley also asked about her request for an item under the Superintendent's Report on how the scheduling for the modified block is working for some schools and not for others.

Miss Green asked about the Superintendent's Hotline and how we respond to those who call in. Also is the information someone calls in confidential.

Ms. Trammel expressed her appreciation to the staff for helping with setting up for summer camp and the 92 Caddo students that are participating.

Mr. Rachal asked about the Board's action to name the field at Youree Drive Middle School for Coach Tom Knox and the staff's response to his request.

Adjournment. *Mr. Pierson moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:45 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

June 18, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 1:00 p.m. on Tuesday, June 18, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams. Miss Green led the prayer and Pledge of Allegiance.

Superintendent Search. President Ramsey announced that the purpose for today's meeting is to hear an update on the Superintendent Search. Victor Mainiero, director of communications, provided a brief update of what has transpired in the Superintendent Search process and what will happen in the near future. He stated that advertising the position of Superintendent was accomplished by McPherson and Jacobson in the American Association of School Administrators, The Times, Caddo Citizen, LSBA, Shreveport Sun, EdWeek, Top School Jobs of Education Week for 30 days (May 13-June 13) with June 13th being the closing date for receiving applications. Mr. Mainiero announced that community meetings were held June 3-5 at Booker T. Washington, North Caddo, Huntington, Captain Shreve, Northwood, Southwood, SciPort and the boardroom, as well as via an online survey, and were moderated by representatives from McPherson and Jacobson. Mr. Mainiero recognized Mr. Gibson and Ms. Dunn who will review the input from the community meetings, interview questions, the interview procedure, the compensation package and identify school community chairs. He also reminded the Board that it also has a meeting at 1:00 p.m. on July 16th (prior to the regular meeting at 4:30 p.m.) at which time they will meet with the community chairs, review the candidates, select the finalists, and finalize the interview schedule and questions for final interviews the week of July 22-26, 2013.

Mr. Ramsey announced that on July 3rd, the Board will receive information on up to 10 candidates for review prior to the July 16th meeting at 1:00. Regarding the resumes, Mrs. Armstrong noted that in previous searches they were kept in the Superintendent's Conference Room for the Board to review. Mr. Ramsey clarified that Board members will receive copies of the resumes and similar information on each applicant. Ms. Trammel asked if she understands correctly that Board members will receive a copy of the applicants' packets or certain information from the packets? Mr. Ramsey stated that resumes, and similar information, will be pulled from the packets and delivered to the Board. Mr. Hooks asked if the public will have an opportunity to meet the applicants, and Mr. Ramsey explained that on July 16th the candidates will be selected and the finalists will be brought in the week of July 22-26 for interviews, and the public will have an opportunity to meet the candidates. Mr. Riall inquired how Board members will receive the packets, and Ms. Dunn responded she will mail them to the District's point of contact with the resumes, letters of reference and applications for distribution to the Board.

Ms. Dunn shared with the Board a report on the community meetings held June 3, 4, and 5. In the meetings, attendees were asked to name the good things about the community and the school system, the criteria they would like to see in the next Superintendent, and the challenges the new Superintendent will have to face. She highlighted the Executive Summary for each of the questions asked and the reoccurring themes from each of the groups, and shared a copy of the community input with the Board and audience. Responses from the on-line survey completed by those unable to attend one of the community meetings were also shared with the Board.

Mr. Gibson presented to the Board members a list of 50 questions and asked each of them to select 15 questions from the list, and they will use this to compile the list of questions for the interviews and include it in the packets sent to the Board. Ms. Trammel referenced the "community" meetings and if 20-25 people in attendance was an accurate representation of the

community. Mr. Gibson responded that all the meetings were adequately advertised and sometimes you get what you get even when you want more participation.

Mr. Hooks asked Mr. Ramsey if the questions are the same questions asked of board members. Mrs. Crawley asked how many completed the on-line survey and if the applicants will receive a copy of the booklet. She requested that the booklet provided be made available on the web site. Ms. Dunn responded that 124 completed the on-line survey.

Mr. Gibson, referencing the superintendent's compensation package, stated that generally some of the items included in a superintendent's compensation package/contract will be the salary (maybe a clause within the contract that the salary can go up, but it cannot go down), health insurance benefit, life insurance benefit, pension and/or an annuity, vacation days exclusive of holidays, sick leave, vehicle or vehicle allowance, phone, travel expenses, membership fees, local, state and national organizations; moving expenses, temporary housing, annual physical exam, performance bonus based on test scores, graduation rates, financial conditions, etc.; and possibly a longevity clause/bonus. He also referenced an article in the *Shreveport Times* on salaries that included approximately eight parishes and shared those salaries with the Board for comparison purposes; because candidates not from the local area will want to know this type of information.

Ms. Dunn stated that in the interview process they customarily encourage the Board to meet with the candidate and the spouse in a brief social setting prior to the interview session and encouraged the Board to look at how it wishes to do this and share it with Mr. Mainiero. She also stated that it is very important in the interview to put the individual at ease and have a comfortable conversation with them on their abilities and why they would be the best person for this District. She said they ask that the President lead the process by beginning with the opening question and that each Board member is given a designated question to ask each candidate. Mr. Riall asked if the interview process is open to the public; and Ms. Dunn stated that is up to the Board, but normally it is a closed session. Mr. Ramsey clarified that it will be closed and Mr. Mainiero has a schedule previously followed. She also reminded the Board that hotel accommodations and airfare are the District's responsibility.

Ms. Dunn highlighted the interview schedule (for the day the candidate is interviewed) and how the Board might style it to include a meeting with a stakeholders' group, principals' group, teachers' group, directors' group, parent group and non-certified staff group to ask questions and give input; and the Board may want to use the advisory committee put into place for this step in the process. Mr. Ramsey clarified that the advisory committee was formed with this thought in mind and Mr. Mainiero will meet with them in the near future to elect their co-chairs. Relative to the community meeting the candidates, Mr. Ramsey stated that typically there is an opportunity during the day, possibly at a reception, for the public to meet the candidates. Also, he stated that if the Board wishes to see the input from all members of the advisory committee, there may not be a need for a chair or co-chairs.

Ms. Priest stated that is why the advisory committee made up of the community stakeholders was put into place to represent all the entities in the parish. She also said this has worked in the past with a chair and co-chair and believes this group provides a concentrated approach to the input from the committee that is presented to the Board. Mr. Ramsey requested that Mr. Mainiero provide each Board member with a copy of the Advisory Committee list and Mr. Mainiero announced he will schedule a meeting of the Advisory Committee for next week.

Mrs. Bell noted the procedure followed in the last search and announced there is someone on the Board that can provide input because of her staff involvement in the last search.

Mr. Riall asked how many applicants were received and Ms. Dunn said there were 14. Ms. Trammel stated that in selecting the Advisory Committee, an attempt was made to select persons who had a stake in what is being done and the leadership in this effort is where the Board will get its input from this group on each candidate. Ms. Trammel also noted the information on Caddo having 9 superintendents over a 17-year period and the question might be asked what the problem is when the average time for a Superintendent is less than two years.

Mrs. Crawley stated she noticed that her community representative is not present; and because she does not receive email, she asked that the secretary call these members, do whatever needs to be done to get the information and notices to the committee members.

In summary, Mr. Ramsey stated that Mr. Mainiero will be notifying the Advisory Committee members about a meeting to select their co-chairs, the Board will receive information on up to 10 applicants on July 3rd, and when the Board meets at 1:00 p.m. on July 16th the Advisory Committee co-chairs will be in place and the Board will review and select finalists for interviews the week of July 22nd.

Ms. Trammel asked about the possibility to receive all 14 candidates, and Ms. Dunn stated that at this time they have not had the opportunity to review the applications and make sure all meet the criteria set by the Board.

Mrs. Armstrong stated her concern about setting the number 10 in concrete; because after they are vetted, it could be possible there are not 10. Mr. Ramsey clarified that he told the representatives if there are only eight, eight is how many the Board should receive.

There being no additional questions or discussion, the meeting adjourned at approximately 2:10 p.m.

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

June 19, 2013

The Caddo Parish School Board (CPSB) Transportation Committee met at 10:30 a.m. on Wednesday, June 19, 2013, in the boardroom, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Mary Trammel, Chair; Steve Riall, Dottie Bell, Jasmine Green and ex-officio members Larry Ramsey and Carl Pierson. Ginger Armstrong was absent. Others in attendance were James Woolfolk, Otis Jones, Sandra Tisby-Noel; and Jackie Lansdale, Red River United. Mr. Riall led the prayer.

Field Trip Summary 2012. To give the committee an idea of the number of field trips, cost, etc., Otis Jones shared a list of field trips for the 2012-13 school year by school. Staff also shared with the committee a proposed letter to principals addressing issues in the Transportation audit. Mrs. Bell asked about the high school extra work trips (school to school programs), and Mr. Jones stated drivers are paid \$12.00 per trip. Mrs. Bell also asked about the possibility of cheerleaders, pep squads, etc. all riding the same bus or supplying their own transportation to ballgames? Miss Green added she sometimes feels it is a waste of money and believes some buses can be eliminated by combining school groups on buses; however, she would not want to do anything to impede a child from participating because transportation is not provided. Mr. Jones explained that at the middle school level, buses do not bring anyone to ball games, but the parents do. Mr. Woolfolk added that staff would not want to exclude students from any of the school activities, but look at the possibility of doing things more efficiently (coordinate activities among schools). Mr. Riall inquired if the extra trips at the schools are limited, and Otis Jones responded that policy limits all trips to the Caddo-Bossier area and during the school day with learning purposes. Staff also reported that the middle schools are limited to Caddo athletic trips and there is no cap on the elementary.

Discussion was also held on proposed changes for field trips and/or extra-curricular runs, i.e. coordinate extra-curricular activities and minimize the number of buses for after-school transportation, all extra-curricular trips must be scheduled and entered in the Edulog Field Trip software at least seven days prior to an event, and a bus roster will be provided by the sponsor and made available for all extra-curricular trips. It was also suggested that the cost for buses and no trips 30 days prior to testing be considered.

Mid-Day Career Runs. Sandra Tisby-Noel shared with the committee information on the morning, mid-day and afternoon runs for the different programs at the different schools and the number of students in the programs. The question was asked and discussion ensued as to why one might see a bus with only one or two students on it; and although staff continues to look at how to better coordinate these routes, some can't be because it would cause students to be late for class.

Cameras on buses. Mr. Jones shared testimonials from other parishes and the number one requested item from principals is cameras on the buses. He reported that at this time 167 units (buses) in Caddo need cameras and when these are installed, every bus will have the same camera. The cost for the 167 units is \$178,356. Mrs. Lansdale noted that one of the complaints she hears is the tapes are not pulled in a timely fashion.

Uniforms. Per a request at the last meeting relative to uniforms for identifying bus drivers, Mr. Jones provided options for vests with the District's logo.

Absenteeism. Mrs. Lansdale reported that she met with bus drivers on two occasions and shared information from those meetings. She also referenced the idea of possibly expanding the Aesop system to include the Caddo bus drivers which will allow for documentation of the driver's due diligence when calling in to report being absent.

Mr. Woolfolk noted that at the last meeting staff provided examples of how the City of Bossier, Bossier Parish School Board and East Baton Rouge School Board address subs. Mr. Jones reported that when looking at putting the bus driver subs in the Aesop System, they ran into some problems

Staff stated that it will bring back a formal proposal that the committee can recommend to the Board for forwarding to the Policy Review Committee.

There being no additional discussion, the meeting adjourned at approximately 11:45 a.m.

June 25, 2013

The Caddo Parish School Board (CPSB) Insurance and Finance Committee met at 10:30 a.m. on Tuesday, June 25, 2013, in Room 1 of the CPSB office, 1961 Midway Street, Shreveport, Louisiana. Committee members present were Lillian Priest, Chair; Steve Riall, Dottie Bell, Jasmine Green and ex-officio member Larry Ramsey. Mary Trammel and ex-officio Carl Pierson were absent. Others in attendance were Jim Lee and Randy Watson; and visitors Mary Wood (The Times) and Kristy Cantor (Red River United).

Ms. Priest announced that this is the first meeting of the Insurance and Finance Committee and members present introduced themselves. She explained the necessity to do long-range planning and get a better feel for what the District is facing relative to health care and risk management and, hopefully cut costs in areas where employees are not harmed. Ms. Priest stated with the Affordable Care Act there are some things we need to be aware of so the District can be on top of what it can and cannot do that will be detrimental to the *grandfathered in* clause. Information provided by Risk Management was mailed to Committee members, and included a list of firms, costs for property and casualty, five-year history, coverage for the last five years including the deductibles, and amounts paid by insurance companies on claims in the last five years.

Mr. Lee clarified and responded to questions relative to the Louisiana School Insurance Group (LSIG), the difference in the Insurance Department and Risk Management Department, the premium summary and the coverage recommendation for 2013-14 with fees, companies that we decline to do business with, terrorism insurance, employee dishonesty/fraud within the system, and lawsuits against employees, etc.

Questions asked included:

- What is an exterminator bond?
- How long has the district been carrying terrorism insurance?
- How are claims investigated and settled?
- How do we address repeat offenders?
- What is the percentage of claims settled without going to court?
- What is the size of the risk management staff, what is the process time for claims?
- What is the maximum length of time an employee can be on workers compensation? Mr. Lee responded that the law is very different and Louisiana is one of the most lenient states. Ms. Priest stated this may be an issue for the next Legislative Session; and she asked if there is a list of older claims we have not settled, and what are we paying out for workers' compensation? Mr. Lee shared that all workers' compensation claims at one time were handled in-house; but a few years ago this service was outsourced for savings.
- Is there a list of older claims that have been settled and what was paid? It was reported that FARA is a large team that is able to get to them at a reasonable cost for investigating.
- Mrs. Bell would like to see how many employees are off for a whole school year.
- What happens when a workers claim is denied? What is the appeal process?
- Staff was requested to look at 1-3 years of claims and possible repeat offenders and how much has been spent so as to have an idea of what it is costing the District.

Ms. Priest asked about requirements for full benefits for an employee in Caddo Parish. Mr. Watson explained that most employers go by the total number of hours worked in a week and typically that number is 32 hours a week to qualify for full insurance; however, the problem of full time employees (teachers) who are off in the summer. He further stated that when he came to Caddo, Caddo had to determine criteria for non-tenured subs, etc. and the conclusion was everyone who pays into the Teacher Retirement is eligible; but, this will change under the Affordable Health Care Act. Because of this, Mr. Watson stated staff needs guidance from the committee for (1) setting our rates based on the claims, (2) dealing with the 13-14 Affordable Healthcare Act; and (3) cuts to save costs and the problems this could create.

Ms. Priest announced that the above information should be presented to the committee at its next meeting and asked that staff make a presentation to the committee at that time. She also asked that staff be prepared to share with the committee information on those working in another district that move to Caddo and retire with full benefits after only three years in Caddo. Mr. Watson noted that there has been a study of the number of retirees with less than 5 years and this

number is very small, and the downside is once you say someone must work 20 years to be able to retire with full benefits, it will lock the district's efforts to attract teachers. Mr. Lee also added that even if a study says this, the district must also consider the "grandfather" clause and how changes could affect that clause.

Next Meeting. Ms. Priest announced that the next Insurance and Finance Committee meeting will be held on August 20th at 2:30 p.m.

Adjournment. There being no additional discussion, the meeting adjourned at approximately 11:35 a.m.

July 16, 2013

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 16, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Chief of Staff Dr. Mary Nash Robinson, Legal Counsel Reginald Abrams, staff and visitors. Mrs. Armstrong led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 18, 2013, JUNE 19, 2013 AND JUNE 25, 2013 CPSB MEETINGS

Mr. Hooks moved, seconded by Mrs. Bell, to approve the minutes of the June 18, 2013, June 19, 2013 and June 25, 2013 CPSB meeting as submitted. Vote on the motion carried unanimously.

PRESENTATIONS

Corrective Action Plan. Dr. Shelia Lockett, director of special education, reminded everyone that in the 2007-08 school year, the Louisiana Department of Education entered into a negotiated settlement agreement with 10 petitioners in settlement of a Special Education due process hearing. As a result of the agreement, the DOE issued a Corrective Action Plan (CAP) for the school district to address issues in areas of non-compliance. She announced that the Caddo Parish System's full compliance with the terms of the Corrective Action Plan necessitates the withdrawal of the Plan and Caddo is now officially out from under the CAP. Following a meeting in New Orleans with staff and other parties present, the District was informed of this decision. She assured everyone that the District, its principals, teachers and staff will continue to work hard and close with the 11 schools still facing some challenges to make sure they are compliant with all State and Federal regulations. She also explained that exiting CAP means the District is no longer under the financial burdens of the CAP.

VISITORS

Bonita Bandaries addressed the Board on its decision to hire an outside firm for the search, the candidates submitted for the Board's consideration, and her concerns that the majority of the candidates are less than desirable and she doubts the two local candidates even want to be included in the group of candidates submitted. She shared her belief that to strengthen the interview process and restore credibility for Board decisions, she suggested advertising again in the Ark-La-Tex area and select at least two additional qualified candidates to interview with Dr. Robinson and Mr. Dilworth and provide diversity. Ms. Bandaries also expressed her concern about posting information online since not everyone has or uses a computer.

Jon Glover, employee, noting that it is possible for one person to convince the hearts and minds of others and bring about significant change on any given subject, stated that it does not mean it must dictate our path. While it has in some cases and has not in others, she asked the Board to imagine the separatism that existed not long ago in an effort to promote superiority, inferiority of persons and one joined by many determined that this was wrong and forged ahead to promote change in equality. This change is what gives persons like herself the right to address the Board about the school system and its present state; and asked if they have lost their zeal to insure that every child in Caddo receives a level of education that promotes good, sound citizenry? While there are goals to be accomplished, Ms. Glover inquired about the Board's objectives? She stressed that the task is to educate every child equally and we should never become so comfortable that we do not have concerns for others. Ms. Glover suggested that the Board ensure every child in Caddo Parish has access to resources that promote equal education; and

shake up the administrators, educators and any staff that instructs the District's children. In moving administrators/teachers to areas that are not popular in an effort to pinpoint the problems, she asked the Board to look at why the system continues to erode little by little. Instituting charters and vouchers in an attempt to offer mechanisms for receiving a sound education is deplorable to her. Ms. Glover noted it has been determined that the methods once used to educate her and many others are no longer acceptable or needed and asked the Board to let its conscience be its guide and do the right thing to correct the education process for every child in Caddo Parish, even if doing right is not really acceptable.

Linda Bloomer and Debra Smith, employees, addressed the Board on the many good things happening in the Martin Luther King area and the school in which they teach. She stated she wished the Board to know that as a long-term teacher in the MLK area, she is very proud to live and work in this area. With the school year about to begin, Ms. Bloomer said she is praying for a great year at school and that the year is free from all the negative communication. She spoke in support of her principal and what she brings to the school and community.

Debra Smith also spoke in support of the principal at her school and the support her principal brings to the employees at their school.

Jackie Lansdale, president of Red River United, addressed the Board on the following Red River United concerns: Value Added (VAM) scores and how many Caddo teachers have been affected by this. She encouraged the Board to use its authority on the lack of integrity in the VAM measurements so that all teachers in Caddo that have been harmed have equal protection under the law. She encouraged the Board to instruct the Superintendent's Designee to request the Department of Education to invalidate these scores as well as use its affiliation with LSBA to formalize its displeasure with the instability of the VAM model and the harm it brings to public education. Secondly, she informed her members that the Board has assured that the CEEF committee will meet and allocate funds to the classroom, and she asked when can teachers expect the allocation of the supply money since teachers spend many personal dollars toward much needed supplies in their classrooms. She encouraged the Board to make this a priority. Thirdly, Mrs. Lansdale noted how serious sexual harassment has become in the military and how she believes it is now at academic levels having spread to Caddo. She noted the cure to this is not to look the other way and/or consider it as a joke, but she encouraged the Board to see this the way it is and its harmful implications and have the courage to do the right thing even when it is uncomfortable. In closing, Ms. Lansdale expressed appreciation for the opportunity to sit on the Superintendent Search Committee because it is interesting to her to see the District from the eyes of the community. As a professional organization, she said they share many of the same views, and many areas are quite unique; and in this light they, along with other employee organizations, decided to bring to the Board a minority report distributed to those they represent.

Randy Johnson, parent, complimented two Caddo principals but asked the Board to look at the rules and regulations that tie principals' hands when it comes to protecting the students. He stated his concern that schools are separating students by grade and not age and the fact that when a student fails three times, it is possible that a 17-year old student is in the same class with a 13-year old, and it was his son that was recently knocked out by an older student in his class.

Glenn Davenport, employee, addressed the Board on his working conditions and the uneasiness and disrespect which permeates his work environment. Mr. Davenport stated that he met with the Chief of Staff and Director of Classified Personnel following the last meeting to address his concerns; however, he believes this meeting was to no avail. He stated that he works in an environment where the actions and behaviors are those that permeate the South; and he believes he is worthy to be treated as a man and not a color. Mr. Davenport stated his belief that the attitudes and behaviors toward him on a daily basis are based solely on race; and he is tired of being handled as an employee that has an attitude. He noted the continued attitudes toward him

that reflect racism and is why he is again before the Board, because no one has taken a genuine interest in the allegations he has brought forth. Mr. Davenport said these behaviors have been supported by the administration both in his immediate work environment as well as in Central Office. He added that every man should be treated fairly and equally regardless of race, creed or color; but, he is not afforded this. He noted that he has made the Board aware of this racism and he wants to know the Board's position when it comes to race relations. Mr. Davenport also added that he will not quit his job, he will not be intimidated, he will not accept being treated unfairly, and since the Board has been aware of this practice of racism, he asked the Board to address his concerns.

Anitra Green, parent, addressed the Board in support of her children's principal who has been a very caring and supportive person toward her children, offering much needed services that her children needed to succeed. Ms. Green echoed previous speakers' comments that there are good things coming out of the Martin Luther King area and children are succeeding because of the efforts and concern of this principal.

Ms. Trammel, as a point of personal privilege, noted the difficulty for the Board when someone addresses the Board yet the Board has no idea what they are talking about. President Ramsey responded that when the matters are dealing with staff, it will be necessary to refer to the Superintendent or designated staff.

Miss Green expressed her appreciation to those who came out in support of this principal, and that she too supports this principal.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Dr. Mary Nash-Robinson highlighted items for the Board's consideration and the following discussion ensued.

Construction/Capital Projects. Mr. Rachal asked about the bid for the paving of the parking lot at Northside and his concern for the number of schools in the District, the student population and where this school might fit in the future. He said he understands the need to take care of the facilities; however, he would like to see this item postponed until the new superintendent is in place and possibly bring a plan back to the Board. Mrs. Bell asked that this not be postponed, because we do not know the future of any school in Caddo Parish. Mr. Ramsey clarified that this item was already approved by the Board to put out for bid, and what the Board is voting on now is awarding the bid to do the work. Mrs. Bell said if the Board has already approved this, does she understand that Mr. Rachal is asking it to be postponed? Mr. Rachal said he is asking that it be postponed until the new superintendent is in place and referred to Mr. Abrams for further explanation.

Mr. Abrams explained that the Board approved the project and the staff put it out for bid and now the Board has a time period in which it must respond to the bid which falls within the proposed budget. If the Board does nothing, it will not be able to come back for another year if at all. Mr. Ramsey announced that the Board will not postpone action on this item.

Request to Assign Interest of State Agency Lease Nos. 6055 and 6889 to Jack T. Everett, LLC. Mr. Hooks asked staff to explain and Mr. Abrams explained that this is a formality because one of the individuals passed away and interest is being passed over to the LLC and it will continue operation under the same conditions in place.

Approval of Proposed Revisions to CPSB Policies JCDAF "Bullying and Hazing" and JFCA "Student Dress Code". Mr. Abrams explained that the State Legislature passed an act last year changing the bullying laws in Louisiana relative to adding a comprehensive group of

reporting requirements. While Caddo has had a good policy, and as a result of a death resulting from bullying in South Louisiana, the Legislature enacted this statute asking BESE to come up with rules and guidelines which they did in the Spring. Caddo had this in its student handbook last year; however, the Legislature has made additional changes which allows for students to be interviewed following three attempts within 48 hours to contact the parent. He further explained that additionally the statute required that all employees receive four hours of training on bullying, but the Legislature changed this to four hours for new employees having contact with students and subsequent training will be two hours. Mr. Abrams added there is also a requirement that during orientation that the parents and students are informed of these rules, reporting mechanisms, etc. and must sign that they were made aware of the policy, were made aware of the rules and went through orientation.

Ms. Trammel asked about the revisions to the Dress Code policy and clarification on what is being deleted and why. Mr. Abrams explained that this was submitted to the committee and one of the problems was no one could determine what was “unnatural” hair color. Mrs. Moore said it is recommended to remove this because it specified two hair colors and “etc.” and the “etc.” became the problem. She also noted that No. 14 of this policy allows for the principal to determine if hair color is disruptive and the proposed revisions have been recommended by the Discipline Review Committee.

Mr. Hooks stated he believes if everyone is not consistent (school to school), it could cause some problems. Mrs. Moore noted that this has not been revised in a number of years and the committee did not want to require parents to take a student to a beauty shop and pay to have it re-colored or have a student sitting out of school for any length of time because of hair color. Mr. Hooks said he does not have a problem with hair color, but he does have a problem with inconsistency throughout the school system. Mrs. Moore responded that staff is addressing this with school directors and the principals; and if the hair color is not disruptive to the classroom, they do not want a child being held out of school for this reason.

Mr. Ramsey announced that Items 6.02, 7.01-7.02, 8.01, 8.03-8.08, and 13.01 are the consent agenda. He also announced that Item 8.02 is pulled until additional information is obtained. *Ms. Priest moved, seconded by Miss Green, to establish the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Pierson moved, seconded by Miss Green, to confirm the consent agenda as presented. Vote on the motion to confirm the consent agenda carried unanimously. The following is a summary of the Board’s action in approving the consent agenda.

Item No. 6

6.02 Personnel Transactions Report. The board approved the personnel transactions reports for the period of May 27, 2013 – June 28, 2013 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Purchasing. The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Fruhauf Uniforms, Inc., totaling \$47,836.10 for the purchase of band uniforms for Booker T. Washington High School. A copy of the bid tabulation sheet is attached and made a part of the permanent file for the July 16, 2013 CPSB meeting.

7.02 Construction/Capital Projects. The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Bowman Grading and Asphalt, Inc., with a Base Bid, for the sum total of \$237,096.00 for Project 2014-209 “Northside Paving”. A copy of the bid tabulation sheet is attached and made a part of the permanent file for the July 16, 2013 CPSB meeting.

Item No. 8

8.01 Request for Vehicle Auction. The board authorized staff to advertise a vehicle auction for surplus buses and vehicles.

8.03 Request to Piggyback on Bossier Parish School Board Bid for Waste Disposal Services. The board authorized staff to piggyback on the Bossier Parish School Board Waste Disposal Services bid as recommended by staff and submitted in the mailout.

8.04 Request to Assign Interest of State Agency Lease Nos. 6055 and 6889 to Jack T. Everett, LLC. The board approved the mineral lease Assignment from the Estate of Jack T. Everett along with his widow, Marcy G. Everett into Jack T. Everett, LLC in accordance with the terms of State Agency Lease #6055, paragraph 8, page 6, covering Section 16, T15N, R12W Caddo Parish, Louisiana.

8.05 Approval of Special Education Interagency Agreements/Contracts. The board approved the proposed Special Education Interagency Agreements/Contracts as submitted by staff in the mailout.

8.06 Louisiana Compliance Questionnaire. The board approved a resolution adopting the Louisiana Compliance Questionnaire for submission to the auditors. A copy of the resolution is attached and made a part of the permanent file of the July 16, 2013 CPSB meeting.

8.07 Approval of Salary Reconfiguration – Bookkeeper I Grade F. The board approved the Salary Reconfiguration for Bookkeeper 1, Grade F as submitted in the mailout.

8.08 Approval of Proposed Revisions to CPSB Policies JCDAF “Bullying and Hazing” and JFCA “Student Dress Code”. The board approved proposed revisions to CPSB Policies JCDAF (Bullying and Hazing) and JFCA (Student Dress Code) as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved student readmissions for RD and NB. Parents are in agreement with staff.

SUPERINTENDENT’S REPORT

Dr. Robinson shared the following important dates for the Board’s information: (1) Caddo Retirees Reception, July 24th, 3:30 p.m., Southwood High School; (2) Parishwide Back to School Administrators Meeting, August 6th, 9:00 a.m., Keithville Elementary/Middle School; (3) Oak Park Parade, Saturday, August 10th, 10:00 a.m.; and (4) Hop on the Bus, August 12th, 7:30 a.m. with stops at Oak Park, Ridgewood and Southwood.

ANNOUNCEMENTS AND REQUESTS

Miss Green asked about a response to her request relative to the Superintendent’s Hot Line. She also congratulated Delta Sigma Theta on its Centennial.

Mr. Hooks stated he has someone interested in buying Hillsdale Elementary.

Adjournment. *Ms. Trammel moved, seconded by Mr. Pierson, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:40 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

July 16, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 1:00 p.m. on Tuesday, July 16, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and Pledge of Allegiance.

Superintendent Search. President Ramsey announced that the purpose for today's meeting is to hear an update on the Superintendent Search from McPherson and Jacobson, and to select the candidates the Board will interview for the position of Superintendent of Caddo Public Schools. Victor Mainiero, director of communications, introduced Tom McPherson and Wayne Gibson of McPherson and Jacobson. Mr. McPherson reported they received 12 complete applications; and after review of the 12 applications, seven were forwarded to the Board members. Because they continued to conduct the background checks after submission of the applicants to the Board, Mr. Jacobson asked that the Board removed Mr. Green's name and application from consideration. He and Mr. Gibson presented an overview of the six applicants each screened explaining to the Board that while there has been some negative feedback on some of the applicants, their group still believes each of the applicants submitted for the Board's consideration has something to bring to Caddo Parish, based on their experience and records as an educator, i.e. raising student achievement, closing achievement gaps, being visionary, making data based decisions, thinking outside of the box, being professional and student centered, having excellent team building skills, etc.

Rev. Joe R. Gant, chair of the Superintendent Search Advisory Committee, thanked the Board for its foresight in appointing the Superintendent Search Advisory Committee comprised of 29 members. He reported that the committee met several times with an average 23 committee members present at the meetings, and it helped create the search criteria for seeking the next Superintendent of Schools and the skills, experience that person should bring to the district. He further reported that members of the committee also attended community forums and heard the communities' strong suggestion to hire a local candidate. Rev. Gant also reported that the Advisory Committee met and reviewed the applicants' information and voted to submit a recommendation to the Caddo Parish School Board that the Board would interview John Dilworth and Mary Nell Robinson as well as a third candidate if the Board felt strongly about that person. On behalf of the Advisory Committee, Rev. Gant expressed appreciation to the Board for the opportunity to serve in the search for Caddo's next superintendent.

President Ramsey expressed appreciation to the Advisory Committee members for their service and input.

Mr. Jacobson explained and asked the Board to consider using their list of the six candidates and that each will select three candidates to meet and interview. President Ramsey explained that the tally sheets will be a matter of public record so everyone will know how each Board member votes. Mrs. Armstrong stated she would like to make a motion to limit the number of applicants and not necessarily vote on three candidates to interview. Mrs. Crawley agreed that there are two strong candidates that the Advisory Committee also agreed on; however, she would like to interview three or four, but not from the pool of candidates; and asked how is it possible to get some additional Ark-La-Tex candidates before proceeding? She doesn't believe we received ample number of applicants. Mr. Ramsey ruled that Mrs. Crawley is out of order.

Mr. Riall asked if the Board chooses two or three to interview, will this eliminate the other candidates? Mrs. Trammel also noted the possibility that if the Board narrows the list to two

persons and one candidate withdraws from consideration; then the Board has not hired a superintendent, but the candidate has elected themselves. Mr. Abrams clarified that until the Board negotiates the contract details and votes on the next Superintendent, there is not a superintendent in place. Mrs. Bell stated that the Board appointed an Advisory Committee to present the Board with recommendations; they were asked to meet with the communities as a whole; and now she is looking for their report and recommendation, which they have made. She asked if the two candidates proposed for interviews are not sufficient? Mr. Ramsey reminded the Board that it is its responsibility to determine the candidates it will interview as well as the interview process to be followed. If the Board wishes, it can choose only two candidates to interview, but it cannot go outside the list of candidates submitted.

Mrs. Crawley moved to open up the advertisement locally and try to get at least two more candidates to interview so we will not have just three. The motion failed for lack of a second.

Mr. Riall moved, seconded by Ms. Priest, that the CPSB entertain a list of three people to interview. Mr. Riall concurred with Ms. Trammel's comments that if the Board chooses to interview only two and one drops out, then the remaining is automatically selected.

Mrs. Crawley stated that her problem is she does not want to waste money on people that no one is recommending and asked if the Board gets down to one candidate, is that the District's new superintendent? Mr. Abrams responded that is not correct, because the Board will need to vote on a new Superintendent, as well as the issues associated with the Superintendent's contract.

Mrs. Crawley moved, seconded by Mr. Hooks, to select the two as advised and keep the taxpayers money in mind. Mrs. Crawley said she believes the Board needs to be more mindful of the taxpayers' dollars and asked how much more a third interview will cost?

Vote on the substitute motion to select two candidates failed with Board members Crawley, Hooks, Armstrong and Bell supporting the motion and Board members Riall, Green, Pierson, Trammel, Priest, Crawford and Ramsey opposed.

Vote on the motion to select three candidates carried with Board members Riall, Green, Pierson, Trammel, Priest, Crawford and Ramsey supporting the motion and Board members Crawley, Hooks, Armstrong and Bell opposed.

A tally sheet listing Board members names and each candidate was given to each Board member. Upon completion and tally of the votes, the following is how each Board member voted: Steve Riall (John Dilworth, Mary Nash Robinson, Agnella Perera); Jasmine Green (John Dilworth, Mary Nash Robinson, Agnella Perera); Carl Pierson (John Dilworth, Mary Nash Robinson, Agnella Perera); Charlotte Crawley (John Dilworth, Mary Nash Robinson); Curtis Hooks (John Dilworth, Mary Nash Robinson), Mary Trammel (John Dilworth, Mary Nash Robinson, Agnella Perera); Lillian Priest (John Dilworth, Mary Nash Robinson, Agnella Perera); Bonita Crawford (John Dilworth, Mary Nash Robinson, Theodore Thompson III); Barry Rachal (absent); Larry Ramsey (John Dilworth, Mary Nash Robinson, Agnella Perera); Ginger Armstrong (John Dilworth, Mary Nash Robinson); and Dottie Bell (John Dilworth, Mary Nash Robinson and Agnella Perera). Mr. Jacobson announced that the Board will interview John Dilworth, Mary Nash Robinson and Agnella Perera.

Mr. Jacobson also announced that they will contact and set up the interviews for July 22nd, July 23rd, and July 24th. A packet of the interview schedule was presented to the members of the Board and includes a tour of the district, an open meeting with the Superintendent's Advisory Committee at 10:45 a.m., a media conference at 2:00 p.m., a public meet and greet at 3:00, formal interview with members of the Board at 4:30, followed by dinner with the Board. Instructions as to how the interview process will proceed were shared with the Board members.

Mr. Mainiero announced that once the schedule is confirmed, he will send notification to the Board as to which candidate will be interviewed on each day.

Mrs. Crawley encouraged staff to post the proposed agendas for the interviews on the Caddo website so the public will know when it has the opportunity to meet with the candidates.

Adjournment. *Ms. Priest moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried* and the meeting adjourned at approximately 1:50 p.m.

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

July 22, 2013

The **Caddo Parish School Board (CPSB)** met in *special session* in the boardroom at 1961 Midway Street, Shreveport Louisiana at 4:30 p.m. on Monday, July 22, 2013 with President Larry Ramsey presiding and the following board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Curtis Hooks was absent. Legal Counsel Reginald Abrams was also present. Ginger Armstrong led the prayer and Pledge of Allegiance.

The president stated the purpose of the special school board meeting is for the board to entertain a motion to go into executive session to interview candidates for the position of superintendent of Caddo Parish Public Schools.

Mrs. Crawford moved, seconded by Mrs. Bell, to go into executive session for the purpose of interviewing candidates for the position of superintendent of Caddo Public Schools. Vote on the motion carried unanimously, and the board went into executive session at approximately 4:34 p.m. to interview John Dilworth.

Recess. The CPSB recessed at approximately 6:30 p.m. and the president announced that the school board would reconvene on Tuesday, July 23, 2013 at 4:30 p.m. in the boardroom of the CPSB office to continue interviewing applicants for the position of superintendent of Caddo Public Schools.

Reconvened – July 23, 2013

The Caddo Parish School Board (CPSB) reassembled to continue its executive session in the boardroom of the CPSB office at approximately 4:30 p.m. on Tuesday, July 23, 2013, with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present. Mr. Hooks was absent.

The president announced the CPSB is reconvening for the purpose of interviewing Agnella Perera, candidate for the position of superintendent of Caddo Public Schools. The executive session began at approximately 4:35 p.m.

Recess. The board recessed at approximately 6:30 p.m. and the president announced the board would reconvene on Wednesday, July 24, 2013, 4:30 p.m. in the boardroom of the CPSB office to continue interviewing applicants for the position of superintendent of Caddo Public Schools.

Reconvened – July 24, 2013

The Caddo Parish School Board (CPSB) reassembled to continue its executive session in the boardroom of the CPSB office at approximately 4:30 p.m. on Wednesday, July 24, 2013, with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. Mary Nash-Robinson, candidate for the position of superintendent of Caddo Public Schools and the board reconvened in executive session at approximately 4:35 p.m.

Adjournment: The board reconvened in open session at approximately 6:30 p.m. and *Mr. Pierson moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the board adjourned at approximately 6:31 p.m.*

July 25, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in special session in the Superintendent's Conference Room at 1961 Midway Street, Shreveport, Louisiana, at 10:00 a.m. on Thursday, July 25, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Also present was Legal Counsel Reginald Abrams.

Mr. Pierson moved, seconded by Mrs. Crawford, to go into executive session for the purpose of negotiations with candidates for the position of Superintendent of Caddo Parish Public Schools. Vote on the motion carried and the executive committee went into executive session at approximately 10:08 a.m.

The Executive Committee reconvened in open session at approximately 12:30 p.m.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 12:31 p.m.*

July 29, 2013

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, July 29, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams, staff and visitors. Mr. Riall led the prayer and Pledge of Allegiance.

Report from Superintendent's Search Advisory Committee. Rev. Joe Gant, Chair of the Superintendent's Search Advisory Committee, recognized committee members present and expressed their appreciation for the opportunity to serve. He stated that the committee was a diverse group that worked well together and attempted to be diligent in performing the charge given them. He explained that neither the chair nor co-chair voted on the recommendation because they did not want others to think they were influencing the other members of the committee. He reported that the recommendation from the Advisory Committee is: (1) by a vote of 17-2 (17 votes for Mr. Dilworth and 2 votes for Dr. Robinson), the committee recommends John Dilworth for superintendent; (2) that the board support whomever is selected as superintendent and that the board works together more cohesively as a board; and (3) that the new superintendent has a Citizens Advisory Committee and that the current advisory committee remain intact. Mr. Ramsey expressed appreciation to the co-chairs and committee members for their endurance throughout the process.

VISITORS

Jackie Lansdale, president of Red River United, shared with the board a letter from Red River United, Caddo Association of Educators and A+PEL noting their appreciation for the employee organizations inclusion in the Superintendent Search process. Because many of their issues relative to teachers and school employees were not necessarily within the scope of the committee's interest, she explained their decision to submit questions asked of the three candidates, i.e. position on creating staffing ratios at Central Office and other non-school site locations, position on the interview process for filling administrative positions, position on internship programs for potential administrators, priorities when considering budget constraints, who is considered essential and non-essential personnel, opinion on teacher planning time and teaching and the outcome, position on Value Added, TAP and master teachers, importance of pre-K and wrap-around services, policy-making process and plans for working with professional organizations. She also summarized the candidates' responses to their questions and that the organizations believe all three candidates were all qualified with each one bringing something different to Caddo Parish, and that the employee organizations commit their support in the choice the board makes.

REPORT ON NEGOTIATIONS

Legal Counsel Reginald Abrams reported a draft contract was submitted to members of the board last week and the following is submitted as a result of the executive committee negotiations on Thursday, July 25th with all three candidates. He said all candidates basically agreed to the same contract with a 3 year term beginning on August 14, 2013; salary requirements are as follows: John Dilworth--\$202,500; Dr. Mary Nash Robinson--\$180-200,000; and Ms. Agnella Perera--\$200,000 to \$205,000. Mr. Abrams suggested that if either Dr. Robinson or Ms. Perera are selected that the motion include the salary the board would like to pay in those ranges.

Additionally, he reported that Ms. Perera requested the following, which differs from the sample contract: that she be paid for vacation days she does not use and cannot carry over; that she

receives a personal cell phone allowance instead of district cell phone; that the school board car be allowed for personal use in the area as well as for business; and that she prefers an interim evaluation before the annual evaluation.

He added the executive committee discussed performance objectives with each candidate; and it was agreed that goals and objectives would be agreed upon during a board retreat to be held before the end of the first semester of this year and prior to the beginning of the new school year each year thereafter.

The out of town candidates will receive the moving expenses and temporary housing allowance if selected.

Mrs. Crawley asked Mr. Abrams if Caddo would be responsible for liability insurance if the employee was driving a company vehicle on personal time? Mr. Abrams responded that if the employee is within the scope of their employment, then the CPSB would be liable; and vehicle insurance follows the vehicle and if someone is driving with permission and consent, then the insurance policy follows it. He also reminded Mrs. Crawley that Caddo is self-insured.

SELECT AND ANNOUNCE THE SUPERINTENDENT OF CADDO PARISH PUBLIC SCHOOLS

Mr. Ramsey announced that in the selection process, he will call each candidate's name and each Board member gets to vote one time, voting for only one of the three candidates. After the first round of voting, the Board will vote again on the top two candidates. Results of the first round of voting were: John Dilworth – 6 votes (Pierson, Crawley, Trammel, Priest, Crawford and Bell); Agnella Perera – 0 votes; and Dr. Mary Nash-Robinson – 6 votes (Riall, Green, Hooks, Rachal, Ramsey and Armstrong). Results of the second round of voting were: John Dilworth – 6 votes (Pierson, Crawley, Trammel, Priest, Crawford and Bell); and Dr. Mary Nash-Robinson – 6 votes (Riall, Green, Hooks, Rachal, Ramsey and Armstrong).

President Ramsey announced that since neither candidate received a majority vote, he will call a special called meeting to coincide with the executive committee/board work session on August 6th to select an interim superintendent.

Mrs. Bell asked if there is any way possible to name an interim before school begins and will the board open the search again? Mr. Ramsey responded that will be a board decision. Mrs. Bell said the system needs a leader and she wishes the board would stop playing games.

Mr. Hooks asked if the board will have to pay the search firm additional money? Mr. Ramsey responded no unless we ask them to continue the search and reminded the board that the discussion is relative to something that is not an item on the agenda.

Adjournment. *Mrs. Armstrong moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried with Board member Bell opposed, and the meeting adjourned at approximately 6:20 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

August 6, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, August 6, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

President Ramsey announced that the superintendent has requested the executive committee work session to be held first followed by the special session and the board members unanimously agreed to change the posted order and that the executive committee meeting be held first followed by the special session.

PRESENTATIONS

Superintendent Gerald Dawkins shared an update on the District's 2013-14 school year readiness. He thanked and saluted the staff of the Caddo Parish School District family and how honored he is to have served as the District's superintendent for the last five years with such great colleagues and students. He further stated that it is these colleagues and young people that have insured that: (1) five consecutive years of academic growth and improvement for the school district; (2) we have seen substantial growth in our graduation rate district-wide to the highest level ever in this school district; (3) we are strategically poised to successfully launch the full implementation of the Common Core curriculum; (4) we have trained staff in the State's new Compass Evaluation System; (5) we have trained teacher leaders in each school to help staff successfully utilize State resources; (6) we have planned and executed our spending so that our District's fund balance is \$56 million in spite of the Board-approved \$15 million to keep our schools and the \$14 million that was transferred to the OPEB Trust; (7) we have exited 10 schools, including some of our longest designated ones, out of Academically Unsuccessful Status; and (8) we have an educational plan developed in conjunction with the State Department to immediately address the remaining 15 schools who are still in AU Status. Dr. Dawkins stated that overall the District is prepared to go into the 2013-14 school year with reassigned staff and a continuing commitment to service the needs of all children. He extended his best wishes to the staff, students, community partners and parents of this District and thanked the Board members who supported our work.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 20, 2013 CPSB MEETING

Superintendent Dawkins highlighted items for the Board's consideration at the August 20, 2013 CPSB meeting and the following discussion ensued.

President Ramsey announced that Items 6.01, 7.01, 8.01, 8.03, and 8.05-8.09 are the Consent Agenda.

ADDITIONS

Mrs. Bell asked that an item to "give \$500 to each of the 10 schools that came out of AU Status for academic recognition celebration" be added to the agenda.

Mrs. Crawley shared the following ideas for agenda items or referral to committee: (1) look at the additional MFP and how it will be distributed to certified personnel, and (2) ideas for retaining principals (possible use of some of the additional MFP funds). President Ramsey asked

the superintendent to direct the staff to prepare a report on the MFP to the Board. Dr. Dawkins announced that Jim Lee is currently working on such a report. Mrs. Crawley asked if this is a committee of Board members and certified personnel? Dr. Dawkins stated he is not aware of a committee, but staff will be prepared to bring a report to the Board at the August 20th meeting. Mrs. Crawley noted her belief there are extra MFP dollars being looked at relative to how it will be dispersed and it should be used in our efforts to retain principals. President Ramsey announced once the Board hears the presentation, the Board can make a decision as to what can be done with these funds.

Mr. Hooks asked if we can give a date for this supplement for teachers that will be received from the State? Mr. Ramsey explained this is the same as Mrs. Crawley's item.

Mrs. Crawford asked that "Approval of \$100 for M&S to Classroom Teachers" be added to the agenda. Mr. Ramsey stated that he will give this to the Long-Range Planning Committee to review and bring a recommendation to the Board.

Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the August 20, 2013 CPSB meeting as presented. Vote on the motion carried unanimously.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, stated that the state affiliate, along with other state organizations, worked very hard to get MFP funds secured for teachers and was able to do so for the first time in five years. At this time, she is hearing the Board say it will not allocate these funds before it goes to committee and the Board is not setting the committee time and school is starting. She stated this tactic is offensive to those who will be teaching the children in Caddo and she asked the Board to place the allocation of the MFP funds on the agenda. She also asked that the Board add to the agenda to look at funds for the support employees as well as live up to its commitment relative to the M&S for teachers. Mrs. Lansdale noted that she identified \$400,000 in the budget in the CEEF fund which is money received from the riverboats. She said she has asked about this and been repeatedly told that it will be looked at and now she is hearing that it will be referred to committee, which is offensive to her. She asked that the Board remember its commitment and honor it. Regarding the Personnel Evaluation Plan, Mrs. Lansdale stated that a meeting has not been held to discuss this and historically the employee organizations have been asked for their input and this has not happened, which she believes has become a pattern in this administration. She noted the Board owes them an MOU and that the Board will not pass one personnel policy affecting teachers and school employees in the District without first bringing it to the professional organizations.

2013-14 Personnel Evaluation Plan. Mrs. Crawley noted there is no information backup on this item. Dr. Mary Nash-Robinson explained that the Personnel Evaluation Plan is complete in draft form and copies have been issued to the professional organizations and attorneys, with meetings scheduled for the purpose of getting their input and making any necessary revisions. Mrs. Crawley asked that items without backup not be put on consent.

Mrs. Armstrong asked for clarification that staff is working on the distribution of the additional MFP dollars. Mr. Ramsey announced that Mr. Lee will bring a presentation to the Board at the next meeting. Mr. Rachal asked about the possibility of this being on the agenda as a presentation and the Board being able to take action at the August 20th meeting. Because it is on the agenda and the information is on BoardDocs, Mr. Ramsey stated his belief that the Board can take any necessary action. Mr. Abrams explained there is no reason why the Board cannot place the item on the agenda today and if sufficient information is not provided by the time of the Board meeting, the item at that point can be postponed until the next meeting. Mr. Rachal asked

that the item relative to the MFP be placed on the agenda. Mr. Rachal asked that the Board be given a copy of the presentation prior to the meeting and not the day of the meeting.

Mr. Pierson moved, seconded by Mrs. Crawford, to add to the agenda for August 20th an item relative to the distribution of the additional MFP money.

Mr. Abrams clarified that the additional monies are not MFP funds, but additional revenues. Mr. Lee verified that these monies are not MFP, but additional revenue from the State not in the MFP allotment.

Mr. Ramsey corrected the motion and that the item would be *distribution of the additional state supplement dollars that came to Caddo Parish*. Mr. Lee also explained that these dollars can only be used for teachers and additional money that the Board might wish to give to support employees cannot come from these funds but would come from the District's general fund. Mr. Ramsey further clarified that the motion is thus amended to state the *allocation of the state supplement dollars to certified classroom teachers*. *Vote on the motion carried.*

As a point of order, Ms. Priest reminded the Board that it has always been emphasized that items for the Board's consideration must have the backup at the work session to allow the Board to discuss and ask questions.

Mr. Hooks asked for clarification of the item on the \$500 to the 10 AU schools since it was placed on the consent agenda without any backup provided. Mr. Ramsey stated that this particular item's backup can be a motion for the Board's consideration, and as Board President it is his decision to allow it. Mrs. Crawford asked about her request to add her item relative to the \$100 M&S for teachers but it was referred to committee.

Mr. Abrams further clarified that the procedure for the work session is any item can be placed on the agenda even without the backup. If a Board member requests an agenda item, the Board President can refer it to committee. He further explained that items without backup actually come up during the next meeting and at that time, a Board member can state because there was no backup at the work session, which is policy, there must be a 2/3 vote in order for the Board to vote on the item. Actually, Mr. Abrams said if no one says anything, the Board waives it.

Mrs. Crawley asked if putting it on the agenda versus putting it in a committee is the sole decision of the President or can a Board member put it in committee, but she wants an agenda item. Mr. Abrams stated that Board policy is the Board President makes the decision on whether or not something goes to committee unless the Board votes to overturn that decision. Mr. Ramsey clarified that his reason for referring this is Mr. Lee is working with the CEEF Committee to determine what is available and the information will be routed to the committee so the committee can determine what can be done to provide the funds for the teachers. Mrs. Crawley said this is a concern of hers when it comes to committees and that it appears to allow the Board President more power than what was originally thought.

Mrs. Bell asked about the resolution of the Level IV grievance. Dr. Robinson stated that the information is ready and will be placed on BoardDocs on this grievance out of Southern Hills and Transportation.

Adjournment. *Mr. Pierson moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:20 p.m.*

August 6, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:23 p.m. (immediately following the CPSB executive committee work session) on Tuesday, August 6, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present was Legal Counsel Reginald Abrams, staff and visitors. The prayer and pledge were omitted.

VISITORS

Jackie Dozier addressed the Board on the Board's Powers and Duties as listed in the Board's policy manual, namely the duties of (a) electing a superintendent, and (b) performing specific duties imposed upon the Board by statute. She also addressed policy KCBD (Broadcasting and Taping of Board Meetings) and the policy that proper decorum shall be maintained during all School Board meetings. With the 12 Caddo Parish School Board districts having elected representatives to each district to carry out the responsibilities outlined in the Board policies and to represent the children, she stated that was the Board's decision on the Superintendent Search process and timeline and the community trusted that plan. Additionally, she said she believes the Board failed the citizens in executing these duties and responsibilities to elect a superintendent; and she believes the behavior of the Board throughout the process has shown her, the media and the public that it is possible the Board is incapable of following through on its own plan at this critical time in Caddo's history. She asked if this is a sign of Board ineptness, non-compliance or ignorance of its duties and responsibilities, or does the Board have a hidden agenda when it comes to selecting the next superintendent? Mrs. Dozier stated that she believes splitting the vote is counter-productive to the needs of the School District and the community and further delays a superintendent in place to begin the monumental task of improving the academic achievement of students, overall planning, direction and evaluation of parish activities, ensuring adequate resources and the support necessary to achieve the goals and objectives. Lastly, Mrs. Dozier noted the Board's accountability and asked the Board to not spend any additional money to select the next Superintendent.

Rev. Joe Gant, chair of the Superintendent Search Citizen Advisory Committee, recognized members of the Advisory Committee by asking them to stand. He stated that when this committee began meeting, they asked themselves whether or not their input was of any value to the Board and was assured it was. In seeing how the Board voted, the Committee feels as if their time was wasted and asked the Board in the future, if it is not going to listen to the Advisory Committee, to not appoint one. He added the Board has the authority to name a superintendent and if the Board's intent is to do so without their advice, he encouraged them to do so. He also shared the Committee's concerns relative to the school district, i.e. (1) its credibility, and (2) the reputation of a divided Board, and he urged the Board to consider these concerns because it is imperative that the Board leave the meeting today with someone in charge of the School System.

Doc Voorhies noted the difficult task of selecting a Superintendent and it is his opinion that both candidates are excellent candidates and he agrees with the need to leave the meeting with a new Superintendent and he stated his support of Dr. Mary Nash-Robinson.

Willie Bradford stated his appreciation to Dr. Gerald D. Dawkins for his service to the Caddo Parish School System. He said seven months (and almost \$30,000 later) later, the Board has not been able to agree on a superintendent. Mr. Bradford noted the response to Board members' action and how the District is at a crossroads with good things happening in Caddo, i.e. 10 schools coming out of Academically Unacceptable Status, yet the Board is putting students at risk because of its non-decisiveness. He stated that after a nationwide search, he believes John

Dilworth and Dr. Mary Nash-Robinson are the best on the list of candidates and asked the Board to do its job and select a Superintendent for the students in Caddo Parish.

Jon Glover noted that of the 22 Academically Unacceptable schools in Caddo, ten have exceeded the criteria needed to be released from the AU status. Recognizing this auspicious occasion, she asked how can the particulars be attained in order to facilitate the remaining schools' release. Ms. Glover stated that a superintendent can affect this issue by engaging in dialogue that will produce such answers. Without an individual who has the vision to address this, she questioned if there will be those that take a "wait and see" attitude? She stated she doesn't believe an interim superintendent will have such a vision and she encouraged the Board to select the individual that will spearhead the Caddo School System for success.

Scott Hughes, Caddo Alliance for Education, noted the Board's failure last week to reach a consensus in selecting a superintendent; however, it was no surprise to those who had followed the process. He said that failure was not that one side or the other could not get one of the 12 to change their vote, but that over two months and tens of thousands of dollars, the Board was not able to come up with a candidate that the majority of the Board could support. He said Caddo is at the point where it does not need a leader who gets elected on a one vote margin, but needs a leader who instills confidence in 9, 10, 11 or 12 Board members. He said to get there he believes it may be necessary to stop what we have always done in order to get a different outcome, pay for excellence (up the annual salary range for the superintendent), change the Central Office paradigm (current employees that hold superintendent certification), non-traditional applicants, go find the next Caddo Parish School Superintendent.

RESOLUTION FOR NORTH LOUISIANA CIVIL RIGHTS COALITION

Mrs. Bell moved, seconded by Ms. Priest, to approve the resolution for the North Louisiana Civil Rights Coalition as submitted in the mailout. Vote on the motion carried unanimously and a copy of the resolution is filed in the official records of the August 6, 2013 Special Session minutes.

EXECUTIVE SESSION

Mr. Pierson moved, seconded Mr. Bell, to go into executive session to discuss superintendent candidates for no more than one hour. Vote on the motion carried with Board member Hooks opposed, and the Board went into executive session at approximately 5:43 p.m.

The Board reconvened in open session at approximately 7:00 p.m.

Mrs. Crawford moved, seconded by Mrs. Crawley, that John Dilworth be appointed and employed as Caddo Parish Superintendent of Schools on the terms and conditions provided in the contract negotiated by the Board's Executive Committee, and further that the Caddo Parish School Board authorize, empower and direct the President of the Caddo Parish School Board to execute the contract. Vote on the motion failed with Board members Pierson, Crawley, Trammel, Priest, Crawford and Bell supporting the motion and Board members Riall, Green, Hooks, Rachal, Ramsey and Armstrong opposed.

Mr. Riall moved, seconded by Barry Rachal, to name Dr. Mary Nash-Robinson interim superintendent of Caddo Parish Public Schools effective August 12, 2013 with the authority commensurate with the position and a salary of \$180,000 until a superintendent is selected by the Board, with the understanding that Mary Nash-Robinson will not be a candidate for superintendent, and that Mary Nash-Robinson be allowed to return to her position as Chief of Staff once a permanent superintendent is selected by the Board.

Ms. Priest moved, seconded by Charlotte Crawley, that the executive committee review credentials of current employees to determine who meets the qualifications as interim superintendent and set a meeting to select an interim superintendent. Vote on this substitute motion failed with Board members Riall, Green, Hooks, Rachal, Ramsey and Armstrong opposed and Board members Pierson, Crawley, Trammel, Priest, Crawford and Bell supporting the motion.

Mr. Rachal stated that he would like to visit with Dr. Robinson and ask her some questions. President Ramsey explained that questions can be asked if clarification is needed relative to any points of the motion. Mr. Rachal asked if Dr. Robinson is agreeable to the motion. Dr. Robinson stated that she pondered this for a long time and she is a school person: she does children, administrators, school staff and teachers; and she never meant for this to become the fiasco it has become. She stated that it is her desire to continue to do this because it is a calling for her and it is time to move the District forward, the terms of which mentioned in the motion are acceptable to her. She has 40 years in Caddo and will determine thereafter how much longer she continues to work, but she would like to do this in the interim capacity and continue to serve young people, families and communities in the District; and she will not apply for the permanent position.

Ms. Priest stated that both motions failed and she would still like for the executive committee to look at the credentials of other employees in the District that have superintendent certification. Mr. Ramsey stated that this motion failed and cannot be discussed.

Mrs. Bell asked the maker of the motion if this was discussed prior to today's meeting? Mr. Ramsey declared Mrs. Bell out of order. Mr. Riall said he did not discuss it, but he was given information that was agreeable with Dr. Robinson and he made the motion. Mrs. Bell asked about the statement that this would be done and it would be 18 months before the Board found someone.

Ms. Trammel asked about the length of time for the interim appointment and Mr. Ramsey responded that will be the topic of another Board meeting to discuss the timeline for the selection of the Superintendent.

Ms. Priest asked for a recess and Mr. Ramsey responded that request is declined and the Board needs to move forward.

Mrs. Crawley stated that she would like to submit a friendly amendment to the motion *that we immediately engage in a superintendent search and that upon the return to her current position her salary will go back to what it currently is for that position.* Mr. Ramsey asked Mr. Riall if he is agreeable to amending his motion with this friendly amendment. Mr. Riall asked if he understands correctly that this is only being added to his original motion and Mr. Ramsey stated that is correct if the maker and second of the motion agrees.

Mr. Riall restated the motion as amended *that Dr. Mary Nash-Robinson be named interim superintendent of Caddo Parish Public Schools effective August 12, 2013 with the authority commensurate with the position and a salary of \$180,000 until a superintendent is selected by the Board, with the understanding that Mary Nash-Robinson will not be a candidate for superintendent, and that Mary Nash-Robinson be allowed to return to her position as Chief of Staff once a permanent superintendent is selected by the Board and that the Board will immediately enter into a superintendent search and that her (Dr. Mary Nash-Robinson) salary will go back to what it currently is for that position after her tenure as interim superintendent.*

Mr. Rachal stated that because everything is happening so quickly, he would appreciate a recess. Mr. Ramsey stated that the nature of a recess will not be to discuss any agenda item on the table and asked if everyone understands the motion on the table.

Mr. Abrams explained that a recess cannot be taken to discuss this item because it is on the table for a vote.

Mr. Pierson asked for clarification on the motion and how the Board will go about the next search, because the Board is still in a search since it has not been declared this search has ended. Mr. Ramsey responded that Mrs. Crawley's friendly amendment was to immediately start a search and as president he will call a special meeting for the Board to establish and direct how it wishes to move forward in the search, i.e. internal search, local search, contract company; and it is now on the table to immediately begin a search. If this motion passes, he will call a meeting for this purpose.

Mr. Riall stated that he hopes the Board will not make this more difficult than it needs to be, because he believes it is important to have someone in place to guide the School System as the new school year begins; and then anything else that the Board needs to do relative to the superintendent search, the Board can do so in the next meeting.

Mrs. Crawford stated she will be leaving on vacation and asked that no meeting be scheduled while she is out of town unless she has time to purchase a ticket and fly back to Shreveport. Mr. Ramsey assured Mrs. Crawford that he will not schedule until she returns to town and will confirm that all Board members can be in attendance.

Mrs. Bell stated that she would like to amend the amendment that *the superintendent search begins immediately and a superintendent in place in the next 90 days*. Ms. Priest seconded the motion. Mr. Riall stated he cannot support this amendment, unless the wording is *a goal to have a superintendent in place in the next 90 days*.

Ms. Trammel asked for clarification of the motion and the amendments on the floor. Mr. Ramsey stated that the amendments to Mr. Riall's original motion are to start the superintendent search immediately with a goal of naming a superintendent in 90 days and that once a superintendent is named, the interim superintendent will go back to her original position at her original salary.

Mr. Riall moved, seconded by Mr. Hooks, to call for the question on all amendments and motions on the floor. Vote on the motion carried unanimously.

Vote on the main motion as amended carried with Board members Riall, Crawley, Hooks, Trammel, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion and Board members Green, Pierson and Priest opposed.

Adjournment. *Mr. Riall moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:28 p.m.*

Dr. Gerald D. Dawkins, Secretary

Larry E. Ramsey, President

September 4, 2013

The Caddo Parish School Board (CPSB) **Transportation Committee** met at approximately 10:30 a.m. on Wednesday, September 4, 2013, in the Conference Room (Room 201) in the CPSB Central Office, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Jasmine Green, Ginger Armstrong, Dottie Bell, Steve Riall, ex-officio members Larry Ramsey and Carl Pierson. Also present were James Woolfolk, Tim Graham, Otis Jones, Dr. Shelia Lockett and Jackie Lansdale. Mr. Riall led the prayer.

Bus Leasing. Otis Jones shared a proposal for the committee's consideration and possible recommendation to the Board to approve a RFP (5 years, lease to own) bidding for eight new buses (five regular and 3 Special Education). Tim Graham explained that the five-year bid would be for eight buses the first year and eight each year following, with the number of regular buses increasing each year and the Special Education buses decreasing. It was also noted that the buses will be 71 passenger buses as opposed to the 66 passenger buses that the District currently operates. Staff also explained the RFP will be written to cover the five-year period. Discussion was held on the District's special needs buses and staff confirmed that because of the increase of the Special Education population, there is a need for additional buses, but the District currently is in compliance with meeting the students' needs and training of staff.

The Committee agreed to recommend to the Board at its October meeting to authorize staff to go out with a bid for leasing to own Caddo's buses.

Staff also reminded the Committee that Board approval will mean an adjustment to the budget for the first year; however, the amount will be built into the budget each year following.

Bus Routes. Discussion was held on the length of bus routes, i.e. particularly in northern Caddo Parish and other rural areas. Mr. Jones explained the average drive time for each bus, morning and afternoon, is two hours, 20 minutes and shared a chart showing a sampling of routes. Because some of the routes are so long, it was noted there is a need for air conditioned buses on these longer routes, and there is a need to look at equity in the routes. Mr. Jones explained that staff is in the process of looking at these situations and making adjustments where needed.

Overcrowded buses. Mr. Jones noted that the calls received regarding overcrowded buses are being addressed, and most of these issues have been resolved. He also explained various reasons why some buses are overcrowded, i.e. students who should not be on the bus because they live within a mile of school are walking to a bus stop and riding the bus, some students are dropped off at school by parents in the morning, but ride the bus in the afternoon.

Field Trips/Cost and Reduction in Number of Trips. In looking for a way to cut costs to the District relative to field trips, Ms. Trammel reported that she has talked to principals and staff on how we can save money by either reducing the number of field trips or increasing the costs for field trips. A proposal for increasing bus charges for extra-curricular trips was presented for the Committee's discussion and consideration. Concern was expressed because Title I schools have received their budgets for this school year which include transportation, as well as their tutorial programs and he doesn't believe we want to present an option to those principals which may force them to make a decision to reduce after-school tutoring programs. It was clarified that it is not believed this would affect tutorial programs, but maybe the extra-curricular trips and the number of trips taken. It was agreed that "*exceptions (where applicable)*" *should be added to the proposal, with exceptions being athletics, Title I, Special Education, after-school tutoring programs.* Mr. Jones also highlighted bus charges for the athletic and auxiliary groups for in town games, away games, playoff games; and Mr. Pierson stated he believes if you charge auxiliary groups, the teams should also be charged. Mrs. Bell also asked that staff look at the

high school athletic teams and the cheerleaders riding the same buses because she has some concerns with this practice.

Several Committee members agreed that the policy on trips needs to be reviewed and that there is a need to go for a change in the cost of overall field trips, possibly limiting the number of trips, and the exceptions remaining at the \$30 charge. A meeting will be scheduled with Otis Jones, Jim Woolfolk, Janis Parker (possibly a Title I principal) to come up with a proposal. Staff also announced it will bring to the next meeting the dollar amounts on the affect in the change in cost and the impact on the budget.

Update on Bus Drivers Absences. Mr. Riall asked about the update on the discussion at the last meeting relative to bus drivers taking Fridays and/or Mondays off. Mr. Woolfolk responded that staff is still working on this.

Next Meeting. Ms. Trammel announced that the next meeting will be October 7th at 10:30 a.m.

Adjourn. There being no additional business, the meeting was adjourned at approximately 11:55 a.m.

September 9, 2013

The Caddo Parish School Board (CPSB) **Insurance and Finance Committee** met in Room 1 of the CPSB Complex, 1961 Midway, Shreveport, Louisiana, at approximately 3:30 p.m. on Monday, September 9, 2013, at which there was not a quorum present. Those in attendance were Chair Lillian Priest and Jasmine Green, ex-officio member Carl Pierson, Randy Watson, director of insurance; Travis Smith, principal; Otis Jones, director of Transportation; Daryl Roberson, Caddo Association of Educators; Jackie Lansdale, Red River United; Kim Burton A+PEL; Nancy Young, Caddo Retired Teachers; Willie Arkansas, custodial supervisor; Tommy Smith, director of maintenance/school plant; and David Hennigan, budgetary accountant.

Ms. Priest explained that the purpose of today's meeting is to share with representatives from the employee organizations and District departments a presentation on the 2014 Group Insurance Renewals and allow time for them to share this information with their individual groups and receive input.

2014 Group Insurance Renewals. Mr. Watson explained that the timeline for receiving input from peers of the various groups/departments represented is September 25th, and this input will be shared with the CPSB Insurance and Finance Committee on September 26th for finalization of a recommendation for the Board's consideration in October.

Mr. Watson shared information on the following: the CPSB five plans and background information (including enrollment, average rate increase history, administrative fees, premiums, timeline for implementation of insurance changes), the Affordable Care Act and how it will affect the employer and employees (requirements, premium costs, taxes, fees); options for consideration and a form for recording employees/groups' input. A copy of the powerpoint presentation is attached and made a part of the committee file.

Next Meeting. Ms. Priest announced that the next meeting of the Insurance and Finance Committee will be September 26th to review the input and finalize a recommendation for the Board's consideration in October. She also announced that at this meeting the Committee will look at the M&S and the employee supplement.

Adjourn. There being no additional business, the meeting adjourned at approximately 4:30 p.m.

September 17, 2013

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 17, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green (arrived at 4:50 p.m.), Carl A. Pierson, Sr., Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Charlotte Crawley was absent. Also present were Interim Superintendent Mary Nash Robinson, Legal Counsel Reginald Abrams, staff and visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE AUGUST 14, 2013, AUGUST 15, 2013, AUGUST 20, 2013, AUGUST 27, 2013, AUGUST 30, 2013, SEPTEMBER 3, 2013, SEPTEMBER 4, 2013 and SEPTEMBER 9, 2013 CPSB MEETINGS

Mr. Pierson moved, seconded by Ms. Priest, to approve the minutes of the August 14, 2013, August 15, 2013, August 20, 2013, August 27, 2013, August 30, 2013, September 3, 2013, September 4, 2013, and September 9, 2013 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Ramsey and Interim Superintendent Robinson presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Captain Shreve Student Selected to Serve on the Tuition Task Force. Shelby Paine, senior at Captain Shreve and president of the Student Council, was recognized for being selected to participate on a Tuition Task Force. This task force was created during the most recent Legislation Session and will afford Miss Paine the opportunity to be a voice on issues related to the rising cost of tuition at Louisiana's public colleges and universities as well as the impact on rising costs on TOPS and the quality of education programs offered to students at these education institutions.

Caddo Parish Magnet High Student Selected to Serve on Alliance for a Healthier Generation Youth Advisory Board. Isaac McFarland, a junior at Caddo Magnet High, was recognized for being selected as a member of the Alliance for a Healthier Generation Youth Advisory Board. This national board is one of the only youth-led advisory groups in the country focused on the issues of childhood obesity, and they will travel throughout the United States as national spokesmen for the Alliance.

Caddo School Receives \$1,000 Grant to Create a Running Club. Atkins Elementary School was recognized for being named a grant recipient from Active School Acceleration Project (ASAP) to launch its 100 Mile Club. This organization (ASAP) is an initiative of ChildObesity180, an organization that works toward reversing the childhood obesity epidemic.

National Board Certified Counselors. The following counselors were recognized for attaining the National Board Certified School Counselor specialty credential, which recognizes counselors who possess a minimum of a master's degree in counseling with coursework in school counseling and who have passed a challenging national application and examination process: Kristal Chambers, Forest Hill Elementary; Veronica Douglas, University Elementary; Christy Ferguson, Forest Hill Elementary; and Amanda Martinez, Southern Hills Elementary.

Newly Appointed Administrators. The following newly appointed administrators were recognized: **Middle School Assistant Principals** – Beverly Hudson, Caddo Middle Magnet and Tiffany Franklin, Caddo Middle Career & Technology; **High School Assistant Principals** – Dana Fergins, Booker T. Washington; Annie Cherry, North Caddo; Aldon Kelly and Felicia O’Neal, Woodlawn Leadership Academy; **Special Education Department** – Lyna Jackson, Pupil Appraisal Facilitator.

Dual Enrollment. Superintendent Robinson announced that requested information on Dual Enrollment is provided at each station. Ms. Priest expressed appreciation for the information and asked staff if, in looking at the schools, universities, courses offered, and number of students enrolled, there are exclusive relationships between schools and the colleges/universities, and do students and parents in every Caddo school have the option to select which college/university they want to participate in for Dual Enrollment? Mrs. Flowers explained that at the District level, schools are encouraged to work with as many post secondary schools as possible because the students do not all have the same needs/career goals; however, she does not know how each school has set up their program. Ms. Priest asked if there is not a uniform “one fit all” policy as it relates to the students. Mrs. Flowers explained that thus far the District has not decided to mandate to the high schools, but it is made available to all high schools and all are encouraged to participate with as many as possible. Ms. Priest stated that relative to credits, she has been informed that staff is telling students and/or parents that the Southern University credits are not the same or that the school was only working with a particular university. Mrs. Flowers responded that she has never said that and she can’t imagine any of the staff would say that; however, she would like to know the individual who said that so she can address it. Mrs. Bell indicated she too has received calls and feels there is a need to pull everyone together and make sure everyone is on the same page. Gayle Flowers addressed Board members’ concerns and explained that post secondary schools determine how they will handle dual enrollment; and with changes from the Board of Regents, some schools are now charging or using other funds. Mr. Pierson requested that staff address counselors telling students they do not go to Southern University, but to only certain other universities. Mrs. Crawford asked if the Board of Regents has corrected classes transferring from one university to another, and Mrs. Flowers explained there is a post secondary matrix on the web site which explains which courses articulate with which university. Mr. Riall asked for clarification on Mr. Pierson’s statement that tuition fees at Southern University are waived, and Mrs. Flowers explained that the post secondary schools decide how they wish to handle Dual Enrollment, some using other funds. Mr. Riall asked if students incur some of the cost and Mrs. Flowers responded that it depends on the post-secondary institution. Ms. Priest recognized Dr. Terrance Vinson and Sandra Bigham with Southern University, and Dr. Vinson shared his concern that Southern University has received communication that some Caddo counselors are telling students they only offer Dual Enrollment classes at certain universities. He explained to the Board that the Dual Enrollment courses at Southern University are transferable to institutions throughout the state and the nation; and having recently being reaffirmed by SACS for the next 10 years, he assured the Board that it is important to Southern University that he and his staff work closely with the school personnel to insure that students get what they need whether it be college or technical educational. He also assured the Board that they will be participating in all college fairs in the future and noted that Southern University is the only university that offers Dual Enrollment free of charge through the Tops Tech Program, as well as provides students with needed textbooks. He stressed the importance of Southern being partners with the Caddo District and providing the best service possible to students. He added the main point is the Jump Start Program unveiled by the State Superintendent will be in place next year and Southern wants to insure that it is in step with the local school system in implementing this program for students. He highlighted some of the courses Southern University offers through the Dual Enrollment program and that he is looking to streamline the process so there is less work on Caddo’s counselors. Board members asked the Superintendent and staff to meet with the principals, counselors, and representatives from the various universities offering Dual Enrollment classes and work out the issues brought forth.

VISITORS

Glenn Davenport, employee, read a statement to the Board expressing his concern of continually being harassed in his job. He noted being displaced from the maintenance department to other areas and he believes this was done as a result of him coming to the Board seeking a remedy for being harassed. Mr. Davenport asked the Board if it cares that he has been subject to such acts and treated unfairly, because he believes an investigation into the allegations should have been done rather than reassignment to an area where one has no expertise or experience. He asked the Board to address those individuals who brought about action and why it was allowed to manifest to this point, to reassign him to his job where he has expertise and experience, and insure that no other employee experiences the behavior and attitude he experienced.

Charles Rambo addressed the Board on the Superintendent Selection process, questioning why two finalists were selected to interview last time and one of those finalists was selected to serve as interim yet the Board said the interim cannot become the permanent superintendent. He questioned why, if someone has the ability to serve as the interim superintendent, they cannot serve as the permanent superintendent.

Jon Glover, employee, addressed the Board on her concerns relative to the Academically Unacceptable schools and the regression the District is experiencing by not affording equity of resources, educationally, to every child no matter their race, creed or color. She noted the need to address these issues directly in order to come to a resolution to the divisiveness permeating the hearts and minds of those that no more want equity of resources for all children in Caddo Parish. She stated that because she has chosen to continue to bring these issues before the Board, she doesn't believe that one's job should be threatened directly or indirectly; and because she is employed by the School System, she does not release her right to address issues that are of concern to her and should be to others. She said if the Board cares about equally educating every child in Caddo Parish, it should not judge her, but judge the information being shared with the Board. Having a vested interest in insuring that every child in Caddo Parish is afforded equal access to resources no matter what schools they attend, she asked the Board to ask itself if supporting charter and private schools actually supports unity or division. She stressed the importance of forming a united front, concerned about the plight of every child in Caddo Parish, in moving forward.

Jackie Lansdale, president of Red River United, addressed the Board about Compass Value Added money and encouraged the Board to share how it will implement the highly qualified incentive money. Noting that the Finance Committee will meet again on September 26th, she stated that she is hopeful it will address not only this item, but also the supply money, with CEEF as the funding source, as well as monies to be allocated to the classroom teachers and other employees. She shared that Bossier has chosen to allocate its funds to their employees at Thanksgiving along with their Christmas check and encouraged Caddo to do the same. Mrs. Lansdale also addressed Instructional Specialists being sent back to the classroom during the most recent budgetary changes; and she believes the Board said that as those that were not put into the classroom retired, those placed in the classroom would come out of the classroom and fill those positions. She is hearing this will not happen, but that those positions will be opened up for interviews and asked that this action be reviewed. Regarding the grievance policy, Mrs. Lansdale stated this is in state law and is enabling Legislation for local policy; and she says there is a disconnect between the state law and the local policy, as the law states that a group of teachers or school employees can file a grievance and this has been left out of the local policy. Also, in addressing the grievance on tonight's agenda, she asked that the Board fix this policy.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE SEPTEMBER 17, 2013 CPSB MEETING

Interim Superintendent Robinson highlighted items for the Board's consideration. President Ramsey announced that Item No. 8.07 "Approval of Services of School Transformational Consultant" is pulled and proposed Items 6.01-6.02, 8.03-8.06 and 13.01 as the Consent Agenda. *Mr. Pierson moved, seconded by Mr. Rachal to establish the agenda and consent agenda for the September 17, 2013 CPSB meeting. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Pierson moved, seconded by Ms. Priest, to confirm the consent agenda (Items 6.01-6.02, 8.03-8.06 and 13.01). Vote on the motion carried unanimously. The following is a summary of the Board's action on the Consent Agenda items.

Item No. 6

6.01 Personnel Recommendations. The board approved the personnel recommendation as recommended by staff and submitted in the mailout.

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of August 1, 2013 through August 31, 2013 as recommended by staff and submitted in the mailout.

Item No. 8

8.03 Long-Term use of CPSB Facilities. The board approved requests for long-term use of CPSB facilities as recommended by staff and submitted in the mailout.

8.04 Request for Sale of Property. The board authorized staff to move forward with the process for selling the Hamilton Terrace School property.

8.05 Resolution Adoption OGM Lease Tacoma Energy. The board adopted the resolution(s) for the CPSB requesting the Louisiana State Mineral Board to seek proposals for oil, gas & mineral lease of two tracts of land in Section 16-T19N-R14W of Caddo Parish as submitted in the mailout. A copy is filed in the permanent file of the September 17, 2013 meeting.

8.06 Out of State Travel. The board approved requests for out of state travel (General Fund) as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeals. The board approved the readmission appeals for students AG, BV, JT, KJ, and DP. The parents are in agreement with staff's recommendation.

BIDS

Mr. Rachal moved, seconded by Mrs. Crawford, to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Economical Janitorial & Paper Supplies, Inc., totaling \$59,000.00 for the purchase of Janitorial Paper Supplies – Bathroom Tissue; and (2) FleetCor Technologies Operating Company, LLC, for the Fuel & Automated Fuel Management System.

Mr. Hooks asked staff to confirm there was only one bid submitted, and Mr. Graham said that is correct, even though it was mailed to five companies. Mr. Hooks asked if we knew why we only received one bid, and Mr. Graham said he did not, but this was last bid seven years ago; and

when it was bid last year, this is the company that submitted a bid and it is submitted for the Board's consideration.

Vote on the motion carried unanimously. A copy of the bid tabulation sheets is attached and made a part of the permanent file of the September 17, 2013 CPSB meeting.

RESOLUTION OF LEVEL IV GRIEVANCE

Mr. Pierson moved, seconded by Mr. Hooks, to uphold the Superintendent's resolution at Level III grievance and to have Policy GBCB reviewed with revisions to include periodic training for employees and to provide additional procedures to help insure that actions taken remain private. Vote on the motion carried with Board member Crawford opposed.

BRANDON GOYNE FOUNDATION

Mr. Rachal moved, seconded by Mrs. Armstrong, to authorize staff to participate with the Brandon Goyne Foundation to provide EKGs and ECGs testing with the appropriate insurance and following procedures established by staff prior to implementing the testing.

Mrs. Crawford asked what will be done when the doctor stops reading these for free or gets overwhelmed with the number and she questions should we approach local cardiologists about reading these EKGs/ECGs for Caddo students? Ms. Trammel asked if the report of the results will be sent to the parents or will results be sent directly to the contact person at each school for communication to the parent? Mr. Abrams stated that the motion is to authorize staff to participate and provide these tests with appropriate insurance and following procedures established by staff, so staff will need to come up with the procedures in order for this to work, and everything will be in place before it is implemented. Ms. Trammel asked if there is a timeline for the staff following through for implementing, and Mr. Abrams again stated the motion is to authorize staff to work with the Brandon Goyne Foundation and for staff to come up with the procedures for implementing the program in Caddo's schools, and not to come back to the Board for additional approval. Mr. Rachal expressed his appreciation to the family for bringing this program forward, because he believes if it saves one child, it is worth it.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the main motion carried unanimously.

UPDATE ON COLLABORATIONS WITH RSD

Dr. Mary Nash Robinson shared with the Board that she met with Delano Ford of the RSD to discuss the charge given him by State Superintendent John White and RSD Superintendent Patrick Dobard. She reported the spirit of that meeting was cordial and collaborative, reminding Mr. Ford of the District's many successes, the District's desire to reclaim Linear, and also to be given every possible opportunity to turnaround all Caddo Schools cited as endangered by state standards. Mr. Ford has provided a timeline that will assure collaboratively that Caddo will have a plan to present to BESE in December of 2013. She also reported that Mr. Ford was invited to meet with the Project Management Oversight Committee (PMOC), a subcommittee of the Superintendent's Cabinet. The Committee engaged him in conversation and he vowed to work with the District to develop a plan. Since that meeting, Dr. Robinson reported the PMOC held a brain-storming session to collect "out of the box" ideas as to how the District can restructure and address the schools tagged as failing by the state, as well as right size the district and address budgetary inefficiencies. Additional meetings devoted to bringing more definition to the proposal were held and the consultant from New Millennium was interviewed with staff

determining that many of the services offered in the contract have been and/or can be handled by the current staff. However, since a third party reviewer is required when the District receives charter school applications, she stated it is possible this consultant's services might be considered for serving that needed function. She also reported that principals were asked to gather their "out of the box" thoughts for the District planning and a community partners input session is scheduled for Friday, September 20th, at 1:30 p.m. in the Professional Development Center. Mr. Ford will join this meeting for discussions. She also added that Board President Ramsey has attended several of the meetings, as has Mrs. Armstrong as the chair of the Long-Range Planning and Development Committee, and Ms. Priest as chair of the Insurance and Finance Committee. Dr. Robinson assured the Board that staff will keep them updated as these collaborative efforts continue, and that she has directed staff that the administration will communicate with the Board honest and straightforwardly the good, the bad and the ugly. Dr. Robinson said she is confident in the District's abilities to propose a plan in collaboration with Mr. Ford that will serve CPSB well for a long time and she solicits the Boards support and participation in this project.

Mrs. Bell asked when Board members will be included in these meetings as she would like to submit an idea for consideration. Mr. Ramsey explained he sent messages/requests to the superintendent, as she chairs the PMOC, and he attended these meetings as the Board President; but there will be a time scheduled for the Board members to discuss this. Board members are also welcomed to attend the community partner input meeting on Friday, the 20th. Board members were also encouraged to email their ideas to the superintendent.

Mrs. Bell also asked about the contract between CPSB and Linwood and Linear, and Mr. Abrams explained there is no contract between Linear and Linwood other than for services, i.e. food service, janitorial, etc.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest asked that administration look at assigning or designating a person within our midst to become the charter/RSD specialist to handle and review all issues to protect Caddo's interests and assets.

Mr. Riall announced that Dr. Kirby is doing great things with the old Hosston School which he bought from the District as well as drilling three oil wells where we continue to hold the mineral rights.

Miss Green requested that the grievance policy be reviewed. She also expressed congratulations to Tradavius White, former valedictorian at Green Oaks, on the great job he is doing at LSU. Miss Green also thanked the superintendent for her weekly email to the Board on what happened that week and keeping the Board members informed.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:05 p.m.*

Mary Nash Robinson, Ph.D., Interim Secretary

Larry E. Ramsey, President

September 26, 2013

The Caddo Parish School Board **Insurance and Finance Committee** met on Thursday, September 26, 2013 at 10:30 a.m. in the Wanda Gunn Professional Development Center Meeting Room on the CPSB campus. Those in attendance were Chair Lillian Priest, Mary Trammel, Jasmine Green, Steve Riall, and Dottie Bell. Staff and visitors were Randy Watson, Jim Lee, and Jackie Lansdale, Red River United.

Chair Priest expressed appreciation for everyone's participation in this committee and for the staff's hard work in putting together the information needed in order to make the recommendations to the Board.

2014 Group Insurance Renewals. Randy Watson, director of insurance, presented to the Committee the input from the various employee groups and staff's recommendations relative to the 2014 insurance renewals as follows:

On motion by Mrs. Bell, second by Ms. Trammel, the Committee approved for recommendation to the Board not to expand the new eligibility rules that would increase employer costs in 2014, since fines and penalties have been delayed under the Affordable Care Act. Motion carried.

On motion by Mr. Riall, second by Mrs. Bell, the Committee approved for recommendation to the Board to not lower premiums for all employees in order to avoid penalties. Motion carried.

On motion by Mrs. Trammel, second by Miss Green/Mr. Riall, the Committee approved for recommendation to the Board to implement an 8.3% increase in premiums. Motion carried.

On motion by Mrs. Bell, second by Mr. Riall, the Committee accepted staff's recommendation regarding re-insurance (purchase re-insurance for our self-funded plan at a specific deductible of \$500,000 on a 12-month incurred and 15-month paid basis, and the lowest bid on one of the treaty partners of Blue Cross (Highmark), and recommends approval to the Board. Motion carried.

On motion by Miss Green, second by Ms. Trammel, the Committee approved for recommendation to the Board that the employer/employee contribution percentages remain the same, which averages 75% employer contribution and 25% employee contribution. Motion carried.

On motion by Miss Green, second by Ms. Trammel, the Committee approved the recommendation from the Benefit Committee to (1) increase deductibles by \$100; (2) increase the out-of-network maximum by \$1,000 and (3) increase the ER co-pay by \$20. Motion carried.

On motion by Ms. Trammel, second by Mrs. Bell, the Committee approved to recommend to the Board that retiree vesting not change at this time. Motion carried.

On motion by Mr. Riall, second by Ms. Trammel, the Committee approved staff's recommendation to raise survivor premiums to the same as employees. Motion carried.

On motion by Miss Green, second by all, the Committee accepted staff's recommendation to recommend to the Board that Caddo not go to the State plan. Motion carried.

On motion by Ms. Trammel, second by Mrs. Bell, the Committee approved to continue with Standard Life Insurance and accept the needed premium increase of 15% as recommended by staff and to recommend this to the Board. Motion carried.

On motion by Mrs. Bell, second by Mr. Riall, the Committee approved to recommend to the Board the joint recommendation of staff and the Benefit Committee to increase the premium of the 14-Day Waiting Period Disability Plan by 22.5% and leave premiums at the current level on the 30-Day Waiting Period Disability Plan. Motion carried.

On motion by Miss Green, second by Mrs. Bell, the Committee approved for recommendation to the Board, staff's recommendation to use enough monies from the Dental Premium Stabilization Fund to offset the needed 5.5% increase, allowing premiums to remain at the same level of 2013. Motion carried.

On motion by Mr. Riall, second by Ms. Trammel, the Committee approved to present staff's recommendation on new procedures for Section 125 (Cafeteria Plan) to the Board. Motion carried.

Mr. Watson also announced that Dr. David Carmouche has indicated his interest in meeting with the Insurance and Finance Committee/CPSB to present and discuss a quality initiative. The committee agreed to schedule time with Dr. Carmouche on October 8th.

Employee Supplement. Ms. Priest reported that she met with Mr. Lee and asked him to prepare the information, sent to the Committee on Tuesday, as to how the additional State funds could be used (beyond ½ which is to go to classroom teachers). Mr. Lee explained that of the \$4.7 million Caddo will receive in 12 monthly allotments from the State, ½ of that amount (\$2,352,247) must go to all classroom teachers as defined in the Legislation. He added that staff recommends the remaining \$2.3 million be used to give all other employees a \$500 supplement, which will cost the district approximately \$1.7 million. Following discussion, *Mrs. Bell moved, seconded by Ms. Trammel, that the Committee recommend to the Board at its October meeting that in addition to the \$800 the board previously approved for classroom teachers, that \$1.7 million of the additional State funding be used to give all other employees a \$500 supplement. Motion carried.*

Teacher M&S. Discussion was held on using some of the remaining funds from the additional State funds to give teachers M & S money versus using CEEF funds at this time. *Ms. Trammel moved, seconded by Miss Green, the Committee recommend to the Board that approximately \$300,000 be used from the remaining \$700,000 of additional State funds to give each classroom teacher \$100 for materials and supplies for the remainder of this school year. Motion carried.*

Visitor Comments. Mrs. Lansdale shared with the Committee members what Bossier Parish did with their pay schedule and how their highly effective teachers are now affected by their recent decision to not do anything until the litigation is resolved. She also encouraged the Committee to look at the possibility of using CEEF monies to fund the teacher M & S allotments in the future.

CEEF. Mr. Lee shared with the Committee a list of the members of the CEEF committee and, that at this time, a meeting of this committee has not been scheduled.

Miss Green expressed appreciation to the Chair for holding the Committee meeting in the morning.

There being no additional business, the meeting adjourned at approximately 11:30 a.m.

October 1, 2013

The **Caddo Parish School Board (CPSB)** Executive Committee met in regular session on Tuesday, October 1, 2013 at 4:30 p.m. in the boardroom, 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Others in attendance were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal and Dottie Bell. Mr. Riall led the prayer and Pledge of Allegiance.

PRESENTATIONS

Update on Ombudsman Program. Mr. Phillip Givens, director of special services, shared an update on the Ombudsman Alternative Program, including information on the sites, Ombudsman staff, enrollment data, special services and district support, and overage-age and expulsion students. He reported Ombudsman has an Administrator, four assistant administrators, 40 teachers and custodial/maintenance employees, with 126 students at Academic Recovery, 29 at the Caddo North Center, 37 at the Caddo Central Center; 20 at the Caddo West Center; and 32 at the Caddo East Center for a total of 242 students as of September 30th. He reported the full day sessions are 7:30-2:00 for middle schoolers, A.M. sessions are 7:30 to 11:30, mid-day sessions are from 11:30 to 3:30 and the P.M. session is from 3:30 to 8:30 p.m. He also reported the number of students currently enrolled in each session at each site, and reported that E2020 is being used this year for the Core Curriculum, with teacher-led instruction taking place in the classroom. Social workers are present and data review is done weekly to determine how students are progressing and where support is needed.

Mr. Givens also explained what the Special Services Department is doing in terms of support, i.e. facilitating student transition, data analysis, helping teachers implement the IEP for students, graduation plans, SBLC notes, etc. Additional district support includes assisting parents, monitoring student attendance, seat allotments in the program, any additional daily operation that Ombudsman needs assistance in. The staff also works with Ombudsman and Attendance to monitor program capacity and seat allotment to make certain students are attending, as well as assists in IEPs, behavior intervention specialists, 504 specialists, and instructional specialists to assure the students' needs are met. He added that at this time he believes the transition of working with Ombudsman is going very well this school year.

Miss Green asked Mr. Givens how long he has been in this position, and Mr. Givens responded since August. Miss Green also asked about the suggestion from the Long-Range Planning Committee relative to Ombudsman, and Mr. Hooks responded that he was in that meeting and Dr. Robinson informed the committee that Mr. Givens would be the liaison and would report to the Board on the Ombudsman Program.

Ms. Priest asked about the percentile scores for entry in Math and Reading at Academic Recovery as well as the Centers? Guy Cooper explained that all the middle school 1 and 2 centers and the full day center (grades 6-12) are located at the facility on North Poleman (Academic Recovery). The North, South, East and West centers have a different State code and the data presented indicates where the students are when they come into Ombudsman and it also indicates the majority of the students that are entering Ombudsman below the 25th reading percentile. He noted that the importance this year will be on teaching the students how to read and they will work with Mr. Givens to get more reading instruction.

Mr. Riall asked who on staff is fulfilling the responsibilities with Ombudsman, and Dr. Robinson responded that Rosemary Woodard is handling these.

Mrs. Bell asked Mr. Cooper about the idea of morning sessions including those students that may have minor infractions, but we feel can be successful; and, she asked how these students were selected for the program. Dr. Robinson explained students who are at least two grade levels behind are identified in the data base, and principals were asked to make these students' parents aware of this option. Mrs. Bell stated her belief that this is the problem, letting parents decide whether or not these over-age students have an option; and she believes we need to make these parents accountable for their over-age students by telling them what is necessary to help their student be successful and part of that plan is to move them to an alternative education program. Dr. Robinson further explained that principals were asked to bring these parents into the office and discuss projections for their student, because principals have said the same thing – they appreciate the option being available; however, they would like to it made mandatory, which is something staff is working with counsel to implement.

Mrs. Crawley asked about the information on the number of students that graduated from Ombudsman – “12th graders that completed Ombudsman”. Mr. Cooper responded that he did not have the exact number of 12th graders enrolled, but explained that while 30 may have been enrolled in the Ombudsman program, it is possible that only 6 of those students graduated. Some may have returned to their home school and graduated. Mrs. Crawley requested more detailed information, and she shared a situation reported to her that Ombudsman said a student finished the program; however, they could not get credit for it at the high school. Mr. Cooper, while he could not explain this particular incident, stated that whenever a student appeared to meet the required 24 Carnegie credits, that student was referred to Mrs. Turner as the Chief Academic Officer, along with that student's records and Mrs. Turner made that decision. Mrs. Woodard explained that there was a change last year in Bulletin 741 “Handbook for School Administrators”, and it states students can earn credits one of two ways, seat time (instructional minutes of 7,000+ minutes and a passing grade) or by demonstrating Mastery through a proficiency test. She said the principal of the school must agree to accept the proficiency test as a requirement to award a diploma; and the Ombudsman students, as they went through the content last year, Mrs. Turner required them to take a proficiency assessment at the end of each quarter to make sure they were mastering the content. She said now that E2020 is being used, it is a platform that communicates with the credits that Caddo has and these previous issues have been resolved. She reported that Mr. Givens, supervisors, et. al., are monitoring this. Mrs. Woodard further explained that students are being tested as they go through the content and if a student does not pass the test, they go back and review the material again and retest, which is referred to as sequence testing. Mrs. Crawley asked how will we teach reading to students who are reading below grade level, and Mrs. Woodard explained there are several RTI (Response to Intervention) programs in the parish that are very prescriptive, and we have an in-house trainer. There are also programs on line; however, parishwide the District is attempting to focus on a couple of good, research-based programs rather than many different programs. Regarding career counseling, Mrs. Crawley asked if the list provided last year has been improved upon, because she would like to see career opportunities beyond, for example, jobs at McDonald's. Mr. Cooper reported that Ombudsman will hold a career fair October 15-17, as well as a college job fair; and he can provide a list of employers that will participate, and invited Board members to attend. Mrs. Crawley asked what is being done to “beef up” these numbers, because everyone is aware there are still those in the schools that should possibly be at Ombudsman. Dr. Robinson stated that she is aware of the 450 seats and staff is looking at students who are at least two grade levels behind and/or those with chronic disciplinary infractions to give them, with parental consent, the opportunity to transfer to an alternative school setting. This represents another “Choice” for students to provide a customized learning situation and to maximize the services and monies put into Ombudsman.

Mr. Hooks asked if he understood correctly Mr. Givens report that this was the first time he visited this site; and Dr. Robinson clarified that he reported on a visit to that site last month, because Mr. Givens is on these campuses all the time. Mr. Hooks asked if they are following

Caddo's guidelines, and Mr. Givens responded that is correct. Mr. Hooks asked if, since these students are behind, they are using the Common Core curriculum? Mr. Cooper explained that the Ombudsman curriculum has been Common Core standard-based (A+) since last year, and this year they are using a combination of E2020 and A+; and because students are coming to Ombudsman at a deficit, it is his opinion if a student makes one year's growth in 1.5 years, this is extremely good. He said their staff is reaching students where they are and building on the knowledge they have to be able to read. Mr. Hooks stated his concern relative to the test scores for the last year; because Common Core is more rigorous than the LEAP, and he is concerned they are not on level, which is what Common Core is all about. Mr. Hooks asked if the Ombudsman teachers are provided with training and Mr. Cooper confirmed they are trained on the Common Core.

Ms. Priest shared that she attended the summer school graduation and Ombudsman did have graduates from summer school. She referenced the segment "Eleven Lessons Learned" and asked staff to respond to them briefly. Mr. Cooper reported that last year transportation was carte blanche and this caused a lot of zig zagging across the District; however, this year, it is more of a route center whereby students will attend the site located in the student's attendance zone. Relative to the student intake centralization, he explained that this year everything has been centralized to the auditorium every Tuesday and Thursday; and because Juvenile Court became a large issue, they learned through the process that the development of relationships with probationary officers has provided them with an avenue to address problems. Relative to the exit date counseling, Mr. Cooper explained that because there are students who were not aware of their exit dates, this is now a part of the intake process.

Ms. Trammel stated her attempt to understand the unbalance around the Board regarding the statement that when Ombudsman receives the students, they should be able to correct these students as it relates to problems at their home school. Mr. Cooper said they look at it as a continual process and they do not concern themselves with what happened at the school prior to the student coming to Ombudsman, but what happens in their presence; and once a student is on track, they will pass on to the home school what has worked with a particular student. He noted that their school has a growing population that does not want to leave because they like the smaller classes, the attention, etc. Ms. Trammel asked about the 16, 17 and 18-year olds and if Ombudsman recommends when they do not have ample Carnegie Credits that they are placed on a career path? Mr. Cooper stated he believes there needs to be a baseline of credits matched with age, but he has seen unique cases where a 10th or 11th grader might be behind 10 or 11 credits and he can't explain why the sudden improvement; but he believes removing them from instruction would guarantee a drop out, but allowing them to stay in the night program, they can and have earned a GED.

Mr. Riall asked if any data has been compiled to compare the effectiveness and success of the Ombudsman program versus Caddo's prior alternative program? Dr. Robinson responded we have and Mrs. Woodard can now pull up reports since their enrollment information is in our data base, which allows us to compare this data with Academic Recovery and Hamilton Terrace. Mr. Riall asked that staff provide a brief on this in the future.

Mr. Ramsey asked about the middle school over-age students doing some extended work in extended days at the school sites. Mr. Cooper responded there are two available buildings adjacent to the Academic Recovery facility; and if Caddo wishes to have electives taught by Caddo teachers in the afternoon for an additional four hours, this would bring them to an eight hour day. Also, it could be vocational technical type courses provided for these students. Dr. Robinson asked Mr. Woolfolk about the possible cost of implementing this plus program. Mr. Woolfolk responded it is a six-hour program; and while he could not recall the amount, our position was if the four-hour program costs \$8,000, then adding two additional hours could add another \$3,000 for the extended program.

Mr. Rachal asked if we did not contract for 400 students, and staff responded 450; and he asked at what rate per student are we paid? Mr. Woolfolk said he believes it is approximately \$9,000 which is approximately ½ of what the cost was when we had students at Hamilton Terrace. The \$16,000 program is a special program Ombudsman offers that includes a six-hour program and staff believes we only need an extension of the four-hour day by two hours; however, this has not been negotiated at this time. Mr. Rachal noted the fact that some of the students want to remain at Ombudsman rather than return to their home school; and asked if this is an option for them. Mr. Cooper explained that the option to remain at Ombudsman is always at the District's discretion; and if the parent and the District approve, they will allow the student to remain at their site. Mr. Rachal asked how many students has Caddo taken back in the past year? Mr. Cooper explained there are two situations – expulsions (whereby a student coming in to the program today has an exit date of February 1st) and at-will cases (which affords over-age students who volunteer to participate in the program and the parents have the option for the student to return to the home school or remain at Ombudsman). Mr. Rachal asked if those at Ombudsman until February 1st are automatically released back to their home school, and Dr. Robinson said that is correct. Mr. Rachal asked if he understands correctly that we do, to a certain extent, control the number of students in the seats at Ombudsman, and how many students are at Ombudsman on a weekly basis? Mr. Cooper explained that the mid-day sessions are expulsions; and you may begin the year with 60 expelled students, but after November the number could be in the range of 250. Mr. Rachal noted that discussions in the beginning indicated a need for more than the 450 seats; and at this time he sees numbers way less than that; and while he understands that may be a result of success, but he believes we may need to release more students to Ombudsman. He asked if there is a ballpark number of where the numbers will be in January, and Mr. Cooper responded that based on last year's numbers, he believes capacity will be reached by November. Mr. Rachal asked for a student count as of November 10th.

Miss Green asked Mr. Woolfolk if she understands correctly the cost at Hamilton Terrace was \$18,000 per student and \$9,000 per student for one-half day, and Mr. Woolfolk stated that is correct. Mr. Abrams explained that it was \$9,000 for students not in the Ombudsman Plus Program and the Ombudsman Plus Program was \$18,000 and it included the disciplinary issues. He reminded the Board that in the presentation to continue with the contract with Ombudsman, part of the presentation was to have two six-hour sessions which never happened, because Ombudsman did not agree to the additional session because it would cost several hundred thousand dollars; and after meeting with staff learned there are students that are truant and actually staying on rolls, which means seats are tied up but they are not in class. From now on, Mr. Abrams explained that if a student is truant, they will be turned over to the courts and removed from our rolls.

Advanced Innovation Education. Mrs. Eva Harris, recruiter for the Northwest Louisiana area, introduced Michael Eskridge, executive director of Advanced Innovation Education, a principal certification program they desire to bring to Northwest Louisiana. Mr. Eskridge shared with the Board information on their principal certification program as an option for Caddo teachers desiring to move into school and/or District level leadership positions. He explained that this program is designed to prepare teachers in the work force to meet the 21st Century needs that school leaders need in leading schools and communities. Being BESE approved, he explained they have the ability to certify teachers in this program throughout Louisiana and noted residents in districts across the state that are participating in this program, i.e. Avoyelles Parish, Vermillion, East and West Baton Rouge Parishes, RSD, and Concordia Parish. Mr. Eskridge highlighted the various aspects of this program (14-month program) compared to other programs offered (2.5 years), its cost (\$6,800), and how they prepare them to be instructional leaders as well as business leaders. He further explained their program is an experiential learning model, i.e. a residency-based program; and 99.9% of the activities occur at their particular school site; and they also provide financial assistance to all the co-horts, with built in scholarships, as well as

incentives for those teachers who have completed alternative teacher certification programs. They are also developing relationships with local financial institutions that will work with those who are interested in passing the PRAXIS administrator's test, and they have a test-prep program in place from the first day participants enter the program, as well as two years of on-the-job support after they graduate from the program and are in an administrative job. Pat Ours, former principal and Central Office personnel from Avoyelles Parish, shared that since she retired a year ago she began with AIE and introduced Sharika Caldwell who is participating in the principal certification program while at Woodlawn High School. As a graduate of Caddo Magnet High School and LSUS, she stated that she went into the alternative education program and is currently a resident in the RLRP program. Relative to classroom, she reported they continue to discuss the need to meet the needs of a diverse learner; as opposed to the one method of teaching that she learned when attending college. She shared her impression with the program and how it meets the needs of individuals, and how this program assesses the needs of each resident by identifying their strengths and weaknesses, creating an individualized education plan to provide experiences they need to build up their weaknesses. Ms. Caldwell highlighted how this program has afforded her the opportunity for on-job training in her own school without leaving to get experiences needed to become a successful leader, as well as allowing her the flexibility as a single parent to do her coursework from her own home. While at Woodlawn, she explained in the first five months of the program she spearheaded, organized and obtained funding for Woodlawn's first standardized-test celebration which boosted their morale in preparation for testing. She also organized focus teams and used discipline data to develop and implement a student incentive program.

Mr. Eskridge concluded by announcing that AIE monthly hosts free seminars on Saturday in Caddo as well as quarterly community forums to address issues with Caddo families and quarterly think tanks. He expressed his appreciation for the opportunity to share this information with the Board.

Mr. Hooks asked how does the program provide teachers with support after graduation from the program? Mr. Eskridge explained that in the contract signed with AIE, they assign to work with them for two years to help them implement the responsibilities of the leadership position they go into following graduation to make sure they are successful. Mr. Hooks asked how can this program benefit Caddo? Mr. Eskridge responded that they build capacity in the schools through their community and throughout the entire parish. He said they are also able to partner with school districts with Title II funds to work with principals in schools that need assistance with leadership development, at the schools individually as well as on the system level to develop the culture of leadership in the district.

Miss Green, as a point of personal privilege, noted that Ms. Caldwell represented Woodlawn very well in a recent meeting she attended and expressed her appreciation for her hard work in Caddo.

Mr. Pierson asked if staff is prepared to present the proposed plan developed to help our failing schools, because he would like to hear it and for the public to hear it. Mr. Ramsey said while it is a Board work session, this is not an item on the agenda and the Superintendent will cover some things as the Board gets into the agenda, possibly under Item 9.01. Dr. Robinson stated the District does have a proposal and it is ready so the public will know the details; and she is very appreciative to the staff who for 2.5 weeks has worked diligently to develop a proposed plan. Staff also met before today's meeting with Mr. Ford to look at his responses to the initial proposal; and while it is still a fluid document, it is ready to be presented to the public. Mr. Pierson said he believes it is important for the public to know what has been done and he personally would appreciate if it can be done under Item 9.01 and be open so everyone understands and there is the least amount of disruption as possible. Dr. Robinson responded that she and staff will comply with the Board's request and staff has planned a press conference for

Wednesday at 1:00 p.m.; however, if the Board desires for staff to share the information shared with Board members in smaller sessions, staff can make the arrangements to do this tonight.

Mrs. Bell stated her agreement because plans are going out from other people and there is talk in the community, so she believes it is important to present the proposed plan. Mr. Ramsey stated if the Board will allow the opportunity to work through the agenda, this request can be addressed under Item 9.01.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE OCTOBER 15, 2013 CPSB MEETING

Dr. Robinson highlighted items for the Board's consideration at its meeting on October 15th, and the following discussion ensued.

General Fund Budget Revisions. Mr. Rachal asked about the rating codes referenced in the report from Rahmberg. Cleveland White explained that when a position is re-evaluated, Mr. Rahmberg uses rating codes in the categories of employment to determine if the position should be rated a higher or lower grade. Mr. White further explained that on this particular employee/position, Mr. Rahmberg used four different options for determining if the position is paid correctly. Dr. Robinson added that in the scale a high school education gets a specific rating, an associate degree a specific rating, college graduate a different rating, etc., and Mr. Rachal asked if he could get a copy of the coding scale. Mr. Hooks asked that all Board members receive this information.

2014 Group Insurance Renewals. Ms. Priest, chair of the CPSB Insurance and Finance Committee, reported that this committee, comprised of Board members Riall, Bell, Trammel, and Green, held several meetings and expressed appreciation to Mr. Lee and Mr. Watson for their assistance in providing and presenting detailed information for the Committee to consider in looking at the group insurance renewals. She reported that the Committee also invited employee organizations, CPSB departments, retirees, principals, etc. to hear the presentation on the renewals and encouraged them to take it to their peers and get their input. She announced the information is on BoardDocs with the Committee's recommendation, and Mr. Watson is present to answer any specific questions.

Mr. Rachal stated that he would like the public to know there will be an increase in the insurance cost; however, the increase is incredibly low when compared to increases in other parts of the country. He expressed his appreciation to the Committee and to Mr. Watson for his hard work in negotiating and keeping the increase at such a low rate.

Approval of Resolutions, re Additional Funding for Public Education and Accountability Points for Non-Proficient Super Subgroups. Ms. Priest reported that during the LSBA Trailblazer held in Northwest Louisiana, these resolutions were recommended for local school districts to support and she is presenting them for the Board's consideration and support.

Shreveport Job Corps Cooperative Agreement. Mr. Hooks reported that he recently visited the Shreveport Job Corps and asked staff to look at the possibility of security cameras for this site. Mrs. Crawford asked if the District gives Job Corps funds as part of this agreement? Mrs. Flowers responded that the budget from Job Corps was presented in the regular budget process and it is the same amount as the previous year.

Proposal for Lease/Purchase of School Buses. Ms. Trammel, chair of the Transportation Committee, along with Committee members Green, Bell, Armstrong, and Riall, in wanting to make sure that we provide safe and durable transportation for Caddo's students, reported that the last buses were purchased about four years ago; and the current fleet will begin to diminish in

2016. After meeting several times, the Transportation Committee is bringing a recommendation to the Board to consider bidding for a lease/purchase of buses to begin replacing the District's fleet. Mr. Rachal stated he is totally in favor of this and expressed appreciation that we are not going out for bonds to do this, so we are incurring no debt and believes this is a very good budget-oriented proposal. Otis Jones, director of transportation, acknowledged Bruce Ross and Carl Corley from Alexandria who helped put the lease to own agreement together, as well as Karen May with the digital video recording systems for the buses.

Digital Video Recording Systems for Buses. Mr. Rachal asked if we received any RFPs or quotes on this item. Mr. Graham explained that we did not have to because last year the Board approved piggy-backing on Bossier Parish School Board's bid.

Distribution of Additional Revenue from State Supplement. Ms. Priest reported that the Board previously approved that \$800 would be given to classroom teachers in accordance with stipulations stated in HB 1 that one-half of the money Caddo receives (\$4.4 million) must be distributed to classroom teachers. In addition to the \$800 to classroom teachers, she reported that the Insurance and Finance Committee is recommending to the Board that approximately \$1.7 million of the remaining approximately \$2.3 million be used to give all other employees (hired prior to July 1, 2013) a \$500 supplement. The Committee also recommends that this supplement, along with the employees' Christmas supplement, be distributed to employees in November. Ms. Trammel stated the Committee worked hard to make sure every employee received a portion of the benefits; and while it may not seem like a lot, she believes it will help everyone. Mr. Rachal asked what kind of impact will there be on the various grants because employees paid from other funds will also receive this supplement from those funds. Mr. Hennigan stated that Child Nutrition and Title I will be impacted the most and those departments may need to clarify how it will impact them. Mr. Rachal asked that staff provide that information prior to the meeting on the 15th.

Mrs. Bell complimented Mr. Lee for working with the Committee and coming up with this possibility. Miss Green said she believes this is long overdue for Caddo's employees and she is hopeful this will help them in some way.

Teacher M and S. Ms. Priest referenced previous discussion about utilizing CEEF funds for Teacher M and S; however, since the CEEF committee is in the process of formulating and a meeting has not been held, the Insurance and Finance Committee is recommending to the Board for consideration that from the approximate \$700,000 remaining from the \$4.4 million supplement from the State, that \$300,000 be used to give teachers \$100 each for the remainder of this school year.

President Ramsey announced Items 8.01-8.04, 8.07-8.08, 8.10-8.11 and 13.01 as the Consent Agenda. Ms. Priest stated in response to the request to leave Item 8.09 off Consent, she strongly feels this item should be on consent because Legislation appropriated these dollars, we have a ruling on how the funds can be expended; and the Insurance and Finance Committee, along with staff, has recommended the allocation in accordance with what the law dictates. Mr. Ramsey said the policy states any Board member has the privilege of asking that an item not be placed on Consent. Mr. Rachal assured everyone that he has asked this for information reasons only to understand the other budgets that might be affected; and once the information is received, he will be in agreement with placing it on Consent. *Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the October 15, 2013 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, expressed appreciation to the Board for consideration of M&S monies for the teachers and she looks forward to attending a CEEF meeting and looking at a possible recommendation to the Board that CEEF funds be used in the future as the funding source for M&S for teachers. She also expressed appreciation for the Committee's support and recommendation to the Board to provide a one-time supplement to all other employees, in addition to the \$800 for classroom teachers. Mrs. Lansdale noted she would like to get clarification on the recommendation from Rahmberg.

Billy Wayne asked if the proposed plan for addressing Caddo's AU Schools will be presented today or at the news conference on Wednesday? Mr. Ramsey announced a presentation only will be made at tonight's meeting.

Proposed Plan for Addressing Caddo's AU Schools. Interim Superintendent Robinson announced that the proposed plan being presented is a very fluid "Draft" document with the final document being the results of collaborations of many parties including the RSD. She shared that the initial proposal, *Caddo Believes*, states we believe (1) we can do as well or better than the RSD or its charter organizations in the education of our children and the data supports this, that (2) we have the leadership and the personnel in place to transform our schools, that (3) we know the community better than any outside person or agency, that (4) we have the trust of the community to accomplish the transformation in the best interest of the children, that (5) the LDOE is doing the right thing by ending the top-down prescriptive curricula and rules for teachers, and (6) the RSD and the LDOE should also do the right thing by ending the top-down prescriptive approach for RSD interventions in school districts and local schools. Caddo also believes that (7) the RSD and the LDOE should be assisting districts by providing additional funding for low-performing schools, funds for human capital, funds for professional development and especially for leader recruitment and training instead of school takeovers with little or no knowledge of the local dynamics or community needs, and because Caddo believes these things, Caddo has formulated a plan for addressing its 4+ AU schools Newton Smith, Midway, Fair Park, Atkins and Woodlawn. Proposed details of the "Draft" plan include closing the Newton Smith Sixth Grade Center and if the RSD returns Linear to Caddo, making Linear a preK-6 and renaming it the Martin Luther King Jr. Community School of Excellence and consolidating Newton Smith, Linear and Northside to attend the MLK Community School of Excellence. Since Linear has continued as a school under the RSD, it is underutilized and National research supports the preK-6 configuration. Since Northside is a higher performing school, the feeder pattern established for Green Oaks with the Performing Arts piece would mean closing two facilities which will help with the District's budget situation. Dr. Robinson further reported on what one would see when entering the MLK Community School of Excellence classroom (the curriculum piece) to expand the RTI, performing arts, etc.; and relative to staffing, it would be closed and reconstituted from the principal to the last teacher. Also, the MLK neighborhood plan would make Pine Grove a preK-6 with parents given a choice to attend Pine Grove or MLK, with choice being a very important element of plans presented to BESE. Dr. Robinson explained Midway is currently a preK-5 configuration and the recommendation is a 4-6 configuration with the preK-3 students attending Mooretown. The rationale is National research supports primary learning centers with a narrow curriculum focus. Dr. Robinson reported that the LSUS partnership is already working in Midway and noted Dr. Williams spoke at the Huntington community meeting about their commitment to work with the Mooretown program.

Relative to Fair Park, a 9-12 configuration is proposed with a career-tech focus because real world learning is supported by research; and this research is available to us. The Career Academy combines a college-preparatory curriculum with a career-theme focus, meaning a student attending Fair Park can pursue one of four major academies, i.e. medical (which is in place), business, service industry and technical and the courses will be offered based on student demand and the job market. She added the colleges providing services include Southern

University, LTC and BPCC; and the 9th Grade Academy would be implemented. Fair Park would be closed and reconstituted with new faculty and staff.

Regarding the plan for Central neighborhood, Dr. Robinson reported that Lakeshore's preK-8 would be turned into a grade 7-8 center with career and technology pre-AP course work, JS Clark a preK-6, Oak Park a preK-8 (with the 6-8 becoming an academic magnet component), and Queensborough and Werner Park a preK-6 with 6th graders being the 5th grade remaining on each of these campuses. Dr. Robinson also reported that staff is asking that Linwood be returned to the District, and that Linwood be consolidated into a k-8 extended year facility operated by Caddo under a new name. The Atkins-Linwood Consolidation (should that be allowed to happen) would include mentoring with social skills development by partnering with community organizations. She added that each of these reconfigurations will be closed and reconstituted to ensure that the personnel in the buildings are committed to the new curriculum structure.

Staff is proposing a 9-12 configuration for Woodlawn with a career tech (very similar to Fair Park), but the major academies will be military, business, service industry, and technical. The 9th grade academy would be instituted, in addition to Jump Start, and a rigorous AP curriculum. The South Central Shreveport neighborhood plan would include changing Westwood to a preK-6, Sunset Acres a preK-6, Werner Park a preK-6, and Caddo Heights a preK-6. Options for the 7th and 8th graders will be extended year at Linwood (if Caddo is given the opportunity to reclaim it), 8th grade academic magnet component at Oak Park's preK-8, and convert Caddo Middle Career and Technology Center to a 7-8 center with a TAP model, career magnet component and Caddo's first E2020 virtual learning center. Dr. Robinson also noted the need to address over-age students and staff's attempts to define an effective alternative program that includes E2020 and home study.

Relative to human capital, Caddo wants to certify more teachers in these schools and explained there is one course that can be paid for with Title II monies which staff believes to be feasible, and staff will look to identify funding for principals at those schools and give them autonomy and training on how to best use the monies given them in a way to best meet the needs of the students in these schools. She added that additional areas include expanding recruiting opportunities in area universities and looking at Troops for Teachers and Teach for America, aggressively recruiting teacher candidates from HBCUs (Historically Black Colleges and Universities), developing partnerships with employers to support our schools; instituting our administrative intern program; restructuring Central Office support by establishing achievement zones that include the five AU schools with support for building on readiness to learn, educators readiness to teach, and leaders readiness to act; realigning school and district resources, and creating a District Advisory Board to work in conjunction with the achievement zones in an attempt to put resources where the greatest needs are. The Advisory Board would be selected by the Board and would have seven members. She also noted some of the District non-negotiables established over the summer months with the Network team, the makeup of the principals' timeline (how they are evaluated), a timeline for our schools suggested by the RSD representative, and announced that on Friday, December 6th, Caddo and the RSD will present a plan to BESE for consideration.

Ms. Priest stated that as a point of clarification, Mooretown is not one of the AU4+ schools.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:12 p.m.*

October 7, 2013

The Caddo Parish School Board **Transportation Committee** met on Monday, October 7, 2013 at 10:30 a.m. in the Room 1 of the CPSB campus, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Steve Riall, and Dottie Bell; ex-officio members Larry Ramsey and Carl Pierson. Staff members present were James Woolfolk, Otis Jones, and Dr. Shelia Lockett. Guests present were bus drivers Marilyn Metz, Danny Thompson, Sherry Sanders, Laurie Fox and Shanika Burns; and Latasha Washington from Red River United.

Chair Mary Trammel called the meeting to order and Steve Riall led in prayer.

Review of Start of School. Otis Jones shared with the committee a review on the start of the 2013-14 school year for the Transportation Department as follows:

- Field Trip Clusters – Drivers are placed in the zone (field trip cluster) that is closest to their parking location or their first school and drivers are rotated within their zone for trips.
- Bus On-Time Delivery – All buses were on time 4 days out of 34 days (7 weeks); the average on-time delivery for start of school is 98% and Mr. Jones shared a spreadsheet of detailed information in this regard.
- Substitute Bus Drivers on Hand – There are 38 substitute drivers on hand, 13 substitute drivers available for unexpected AM and PM absences and currently 25 substitute drivers on routes.
- Number of Accidents – It was reported that last year there were 23 accidents and this year there are 9 accidents, a decrease of 61% from last year.
- Transportation Telephone Call Summary – Mr. Jones noted there were 999 calls to the Transportation on the opening day (August 12) of the 2013-14 school year, and that extra people were brought in to assist in handling the volume of calls at the opening of school. He also explained the new telephone system installed in Transportation that allows the staff to not receive an email of the voicemail; and an additional person is assigned to respond to these calls. Mr. Jones reported that a training session is held prior to school opening and a “cheat sheet” prepared of frequently asked questions is provided to assist in answering callers’ questions.
- Parking Locations for Route Buses – Mr. Jones reported there are 106 route buses in the rural areas; 54 route buses park at the Central lot and he shared a breakdown of buses that park at other locations throughout the parish. Mr. Jones also addressed committee member questions regarding the complaints about problems at bus exchanges when children are changing buses. Ms. Trammel announced that she will place security at bus exchanges on the next meeting’s agenda.

Policy on Sick Leave. Proposed revisions to the policy on sick leave were discussed and it was noted that these changes would be proposed not just for bus drivers, but for the universal policy for the District. Mr. Jones reported that the bus driver Committee was in agreement with each recommended change with the exception of #1, and they believed the number of days should be five rather than three. Bus drivers in attendance shared their thoughts on the proposed changes and their agreement that there should be no change in Number 1 and that there should be consequences for the misuse of Fridays off.

Mr. Jones also reported that Transportation has looked at using the Aesop Program (similar to teacher subs), but at this time there are approximately 2,600 teachers in Caddo Parish and there are currently over 2,200 subs in the Aesop System. Transportation only has 35 sub drivers and a portion of that number is already assigned on routes.

Mr. Woolfolk added that there has been a lot of input from the Transportation Committee as well as the Red River United group and the overwhelming response from both is we need to do something to address those who are abusing the system and not those that are good, reliable drivers who do not abuse the system.

Next Meeting. Ms. Trammel announced that the next meeting will be held on November 12, 2013 at 2:00 p.m. and items for the agenda will include:

- (1) Field Trip Software
- (2) Bus exchange security
- (3) Sub recruiting
- (4) Policy Revisions (shared with Attorney Abrams)

Adjournment. There being no additional business, the meeting adjourned at approximately 11:40 a.m.

October 8, 2013

The Caddo Parish School Board **Insurance and Finance Committee** met on Tuesday, October 8, 2013, at 1:30 p.m. in the Superintendent's Conference Room, 1961 Midway, Shreveport, Louisiana. Those present included Lillian Priest, Dottie Bell, Jasmine Green, and ex-officio members Larry Ramsey and Carl Pierson. Others in attendance were Jim Lee, Randy Watson, Dr. David Carmouche, James Bustillo, and Mike Miers.

The purpose of the meeting was for Dr. David Carmouche to share with Board members information on a long-term care initiative proposal for Caddo employees, a copy of which is attached to the Committee's file.

There being no additional business, the meeting adjourned at approximately 2:45 p.m.

October 15, 2013

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 15, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Mary Nash Robinson, Legal Counsel Reginald Abrams, staff and visitors. Mr. Riall led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 17, 2013, SEPTEMBER 25, 2013 AND OCTOBER 1, 2013 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the September 17, 2013, September 25, 2013 and October 1, 2013 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Ramsey and Interim Superintendent Robinson presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Walnut Hill Elementary Student Selected to Attend People to People Leadership Forum in Washington, D.C. Talya McBride, 5th grade student at Walnut Hill Elementary, was recognized for her recent trip to Washington, D.C. to participate in a People to People World Leadership Forum. The purpose of this forum was to provide students an understanding of the U.S. government and its branches by exploring the U. S. Capitol, Supreme Court and Library of Congress.

Caddo Magnet High Student Bronze Winner in National Karatedo. Junine Asuncion was recognized as a bronze winner in National Karatedo Federation's Individual and Team Trials Competition. She also was recognized for winning the Silver and Bronze in the Regional Competition in Houston.

KTBS \$1000 One Class at a Time Winners. Cynthia Bickham, teacher at Blanchard Elementary, was recognized for recently being named a KTBS \$1000 One Class at a Time Winner. Ms. Bickham will use the grant money to buy bean bag chairs and books for her students to create a quiet and comfortable place in her classroom where students can take time and enjoy literature.

Julie Davis, English teacher at Broadmoor Middle Lab, was also recognized for being a KTBS \$1000 One Class at a Time winner. Ms. Davis will use the grant money to buy new novels that her students will read together as a class, experience it, comprehend it, find relatable areas to it, and ultimately each student will create individual sequels.

Caddo Middle Magnet Music Teacher Nominated for the First-Ever Music Educator Award. Krista Fanning, music teacher at Caddo Middle Magnet, was recognized for being chosen as a semifinalist, among 30,000 nominations from all 50 states, for the first-ever Music Educator Award presented by The Recording Academy and The Grammy Foundation. This award was established to recognize current educators who have made a significant and lasting contribution to the field of music education.

October 22, 2013

The Caddo Parish School Board (CPSB) met in executive session at approximately 4:00 p.m. on Tuesday, October 22, 2013, in the boardroom located at 1961 Midway, Shreveport, Louisiana. Those in attendance included President Larry Ramsey, presiding, Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. President Ramsey announced that Mary Trammel is absent due to illness, but will be listening in on the interview via conference call. Legal Counsel Reginald Abrams and Candidate Dr. Theodis L. Goree were also in attendance. Mr. Riall led in the prayer and Pledge of Allegiance.

EXECUTIVE SESSION

Mr. Pierson moved, seconded by Mrs. Crawford, to go into Executive Session for the purpose of interviewing superintendent candidates. Vote on the motion carried unanimously and the Board went into Executive Session at approximately 4:07 p.m.

The Board recessed at approximately 6:10 p.m. until 4:00 p.m. on Wednesday, October 23, 2013, at which time interviews for superintendent of Caddo Parish Public Schools will continue.

October 23, 2013

The CPSB reconvened in executive session at approximately 4:10 p.m. on Wednesday, October 23, 2013 for the purpose of continuing interviews of candidates for superintendent of Caddo Parish Public Schools. Those in attendance were President Larry Ramsey, presiding, Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, Dottie Bell, Legal Counsel Reginald Abrams and Candidate Terrence Brown. President Ramsey announced that Mary Trammel and Curtis Hooks are absent; however Ms. Trammel did listen to the interview via conference call.

The Board recessed at approximately 6:00 p.m. until 4:00 p.m. on Thursday, October 24, 2013, at which time interviews for superintendent of Caddo Parish Public Schools will continue.

October 24, 2013

The CPSB reconvened in executive session at approximately 4:05 p.m. on Thursday, October 24, 2013 for the purpose of continuing interviews of candidates for superintendent of Caddo Parish Public Schools. Those in attendance were President Larry Ramsey, presiding, Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, Dottie Bell, Legal Counsel Reginald Abrams and Candidate Timothy Magner. President Ramsey announced that Mary Trammel and Curtis Hooks are absent; however Ms. Trammel did listen to the interview via conference call.

The Board reconvened in open session at approximately 5:55 p.m., and *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 5:56 p.m.

Mary Nash Robinson, PhD, Interim Superintendent

Larry E. Ramsey, President

October 22, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in special session in the Superintendent's Conference Room at 1961 Midway Street, Shreveport, Louisiana, at 11:30 a.m. on Tuesday, October 22, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Legal Counsel Reginald Abrams was also present.

Mr. Pierson moved, seconded by Mrs. Crawford, to go into executive session for the purpose of negotiations with candidate Dr. Theodis Goree for the position of Superintendent of Caddo Parish Public Schools. Vote on the motion carried and the executive committee went into executive session at approximately 12 noon.

The Executive Committee reconvened in open session at approximately 1:00 p.m. and recessed until 11:30 a.m. Wednesday, October 23, 2013.

October 23, 2013

The Executive Committee reconvened in executive session at approximately 11:45 a.m. on Wednesday, October 23, 2013 in the Superintendent's Conference Room for the purpose of negotiations with candidate Dr. Terrence Brown for the position of Superintendent of Caddo Parish Public Schools. Those present were Larry Ramsey, Carl Pierson, Bonita Crawford and Legal Counsel Reginald Abrams.

The Executive Committee recessed at approximately 1:05 p.m. until 11:30 a.m. on Thursday, October 24, 2013.

October 24, 2013

The Executive Committee reconvened in executive session at approximately 11:50 a.m. on Thursday, October 24, 2013 in the Superintendent's Conference Room for the purpose of negotiations with candidate Timothy Magner for the position of Superintendent of Caddo Parish Public Schools. Those present were Larry Ramsey, Carl Pierson, Bonita Crawford and Legal Counsel Reginald Abrams.

The Executive Committee reconvened in open session at approximately 12:50 p.m. and having concluded contract negotiations with all three candidates for superintendent of Caddo Parish Public Schools, *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 12:51 p.m.*

October 25, 2013

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:00 p.m. on Friday, October 25, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl A. Pierson, Sr., Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Legal Counsel Reginald Abrams, staff and visitors. Mr. Riall led the prayer and Pledge of Allegiance.

VISITORS

Robert Rhodes addressed the Board in support of Dr. Goree as the next superintendent of Caddo Public Schools. He shared with everyone that it is his honor to talk on Dr. Goree's behalf; and recognizing the importance of academics and athletics, he stated that he had had ample experience in this combination of programs to be successful, and he encouraged the Board to make the right decision relative to what is best for Caddo's Boys and Girls.

Jackie Lansdale, president of Red River United, shared with the Board a story sent to Board members, re: picture of the River Jordan and how the church was divided over what was to be done with the picture. She added that she sees a similar story with the divisiveness among the Caddo Parish School Board and asked the Board to look at those things that are not contentious among Board members, and take advantage of the opportunity to move the District forward.

Jon Glover, employee, stated that traditional or non-traditional were qualifications set forth for the candidates who applied for the Position of Superintendent. She also reported that these are the applications set forth for the candidates that applied for the position of Superintendent of Caddo Parish Public Schools. She noted that everyone is looking to the Board to make a good, sound decision and bring forth the best candidate to spearhead the School System. She encouraged all to put aside politics and keep the focus.

Litigation Update – Gertie Collins v. Caddo Parish School Board, Office of Workers Compensation, State of Louisiana, Case 12-07720. *Mr. Pierson moved, seconded by Mrs. Bell, to approve authority as recommended by staff. Vote on the motion carried unanimously.*

UPDATE ON NEGOTIATIONS

Mr. Abrams reported that he emailed Board members a copy of the proposed contract for each candidate. He explained that the contract for each one, with the exception of Mr. Magner, includes moving expenses, and each candidate requested a three-year contract, and each is available to start December 1, 2013 or January 1, 2014. The salary for each is Goree-\$200,000; Brown-\$195,000; and Magner-\$225,000. Mr. Abrams explained that Mr. Magner does not have superintendent certification in the State of Louisiana; however, the Board can support him as the Superintendent as long as his appointment to Chief Academic Officer has Superintendent certification and is made within 120 days.

SELECTION AND ANNOUNCEMENT OF SUPERINTENDENT OF CADDO PARISH PUBLIC SCHOOLS

President Ramsey announced that each candidate's name will be called (in alphabetical order) and each Board member will cast one vote.

The following is the result of the first vote: Terrence Brown – 1 vote (Green); Theodis Goree – 5 votes (Pierson, Hooks, Trammel, Priest, Bell); and Timothy Magner (Riall, Crawley, Crawford, Ramsey, Rachal, Armstrong).

President Ramsey announced that the process will continue and each Board member will now cast one vote for one of the two candidates that received the highest number of votes; and the following is the result of the second vote: Theodis Goree – (Green, Pierson, Hooks, Trammel, Priest, Bell); and Timothy Magner (Riall, Crawley, Crawford, Rachal, Ramsey, Armstrong).

EXECUTIVE SESSION

Mr. Pierson moved, seconded by Mrs. Bell, to go into executive session, and the vote on the motion carried with Board members Green, Crawley, Rachal and Armstrong opposed. The Board went into executive session at approximately 4:22 p.m. and reconvened in open session at approximately 4:50 p.m.

Mr. Pierson moved, seconded by Mr. Hooks, that Dr. Theodis L. Goree be appointed and employed as Caddo Parish's Superintendent of Schools on the terms and conditions provided in the contract negotiated by the board's negotiating committee; and, further that the Caddo Parish School Board authorize, empower and direct the president of the CPSB to execute the contract. President Ramsey announced that as the Board was going into Executive Session, he received a phone call from one of the candidates with the suggestion that the Board move forward, which is what the motion on the floor is doing. Vote on the motion carried with Board members Riall, Crawley and Armstrong opposed. Below is a copy of the unexecuted contract:

SUPERINTENDENT EMPLOYMENT CONTRACT (WITH MOVING AND TEMPORARY HOUSING)

This agreement has been made and entered into on this 30th day of October, 2013 by and between:

CADDO PARISH SCHOOL BOARD, a political subdivision of the State of Louisiana, domiciled in Shreveport, Caddo Parish, appearing herein through its President, Larry Ramsey, duly authorized to act herein by the action of the Caddo Parish School Board ("Board"), on the 25th day of October, 2013, and, Dr. Theodis Lamar Goree, a person of the full age of majority, being a resident of Grand Prairie, Texas, hereinafter referred to as "Superintendent", both of whom did declare and agree as follows:

WITNESSETH

In consideration of the mutual covenants and benefits herein contained, and on the terms and conditions herein set forth:

1. APPOINTMENT; ACCEPTANCE; TERM

The Board does hereby appoint and employ Dr. Theodis Lamar Goree who hereby accepts such appointment and employment as Superintendent of Schools for Caddo Parish, Louisiana for a term of Three (3) years, commencing December 1, 2013 and ending at midnight on November 30, 2016.

2. CERTIFICATION

The Superintendent shall hold and maintain throughout the life of this contract, and any renewal thereof, a valid certificate issued by the Louisiana Department of Education certifying that he is qualified to act as parish school superintendent in the State of Louisiana.

3. GENERAL DUTIES OF SUPERINTENDENT

The Superintendent shall devote his entire time, attention and energy to the business of the school system and faithfully perform all the duties and responsibilities of his office as

Superintendent, Chief Executive Officer and ExOfficio Secretary and Treasurer of the Board in accordance with the laws of the State of Louisiana and the lawful policies and directives of the Board.

The Superintendent shall have charge of the administration of the schools under the direction of the Board. He shall direct and assign teachers and other employees of the schools under his supervision and shall organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serve the school system subject to the approval of the Board except as limited by law. He shall from time to time suggest regulations, rules and procedures deemed necessary and appropriate for the efficient operation of the school system and in general perform all other duties as may be prescribed from time to time by the Board. The Superintendent shall attend all board meetings and provide administrative recommendations on each item of business considered by the Board.

The Board, individually and collectively, shall promptly refer to the Superintendent for study, action and/or recommendation, all criticisms, complaints and suggestions called to its attention.

4. SALARY

The Board shall pay to the Superintendent for the first year of this contract an annual minimum base salary of Two Hundred Thousand and 00/100 (\$200,000.00) Dollars. Such annual salary shall be payable monthly at the rate of 1/12th thereof in accordance with the Board's procedure governing payment of salary to other professional staff members in the school system.

5. SALARY ADJUSTMENTS

The Board may increase the annual salary of the Superintendent during the term of this contract but may not reduce same unless such reduction is part of a uniform plan affecting salaries of all employees of the Board. Except as otherwise provided in this contract, any action by the Board adjusting the Superintendent's salary during the term of this contract, or any renewal thereof, shall be considered as an amendment to, and becomes a part of this contract, and shall also increase the minimum base salary for each subsequent year by the same amount. Such action shall not, however, be considered as an extension of term, nor a renewal of this contract.

6. PERFORMANCE INCENTIVES

At the end of the 2014-2015 school year and at the end of each school year thereafter, the Superintendent shall be eligible for performance incentive pay of up to Ten Thousand Dollars as determined by the Board in its next annual evaluation of him. The Board's determination shall be based upon its evaluation of the Superintendent's performance and the achievement of specific performance targets at the school and district level as follows: (1) student achievement; (2) student achievement for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; (3) graduation rates; (4) graduation rates for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; (5) the percentage of teachers with an "effective" or "highly effective" performance rating. Said performance targets are attached to this agreement as Exhibit "A" which includes the basis by which the Superintendent may be awarded the performance incentive for the year in question. The performance targets are to be set jointly by the superintendent and board before the end of the spring semester of 2014 and before the beginning of school each year thereafter. The percentages described in Exhibit A controls the method of how the performance incentives are to be paid. The amount awarded to the Superintendent as performance incentive pay shall not be a permanent adjustment to his base salary.

No performance incentive pay is due the superintendent or his estate if prior to evaluation of the Superintendent's performance (1) the Superintendent voluntarily leaves or gives notice of his intent to leave his employment as Superintendent of Caddo Parish Schools, (2) the Superintendent is removed for cause pursuant to Paragraph 11 of this contract, or (3) the Superintendent's contract is terminated due to death, retirement or disability pursuant to Paragraph 18 of this contract.

7. VACATION AND OTHER FRINGE BENEFITS

The Superintendent shall receive twenty (20) vacation days annually (earned monthly), exclusive of legal holidays. He shall be allowed to carry over no more than ten (10) unused

vacation days per year but may take no more than thirty (30) vacation days in any one year. Prior to his leaving on vacation, the Superintendent shall notify the President of the Board of his absence and designate a person who shall serve as Acting Superintendent during such period.

The Superintendent shall be entitled to all benefits of the sick leave policy of the Caddo Parish School Board in effect at the time for twelve month administrative personnel and shall be entitled to accumulate earned sick leave in the same manner as is provided for such employees by the laws of the State of Louisiana and the appropriate policies of the Caddo Parish School Board. Such accumulated sick leave may be used for personal illness and in accordance with the Family and Medical Leave Act (FMLA). In the event that the Superintendent should leave office by reason of death or retirement, then he or his estate will be paid for accumulated sick leave not to exceed twenty-five (25) days.

In the event that the Superintendent should voluntarily leave his position as Superintendent of Schools for Caddo Parish, other than by retirement, before the expiration of the term of this contract or any amendments extending the term of said contract, the Superintendent will forfeit any earned vacation or sick leave.

The Superintendent shall also be allowed to participate in the Board's Group Medical and Life Insurance program available to other administrative personnel and the Board shall pay the same percentage of premiums as it pays for other such employees of the Board.

The Board, in addition to the foregoing payments, shall monthly make all employer payments to the Teachers' Retirement System of Louisiana on behalf of the Superintendent in the same manner as is provided for other administrative personnel under the appropriate policies and procedures of the Board.

8. MOVING AND TEMPORARY HOUSING EXPENSE

The Board shall reimburse the Superintendent for customary and reasonable expenses incurred in moving his family, furniture, household goods, and related personal belongings from Grand Prairie, Texas, said reimbursement not to exceed the actual expenses incurred by the Superintendent, as evidenced by appropriate expense vouchers.

The Board shall also reimburse the Superintendent for the reasonable costs of appropriate temporary housing for the Superintendent and his immediate family for up to three months from the commencement of this contract or until the Superintendent has moved into permanent housing, whichever occurs first. Should the temporary housing consist of hotel or other accommodations without usual kitchen facilities for all or part of such period, the costs eligible for reimbursement shall include reasonable costs of meals. The Superintendent must reside within Caddo Parish during such time.

9. AUTOMOBILE EXPENSE

During the term of this agreement, the Superintendent shall also be provided the use of an automobile, leased or purchased, insured, and maintained by the Board, and he shall be reimbursed for all actual expenses incurred in the performance of his duties, including gasoline and other automobile expenses, as evidenced by appropriate expense vouchers. All out-of-parish and out-of-state travel shall be subject and paid pursuant to the appropriate administrative policy governing such items. The Board shall also permit the Superintendent to use a car telephone or cellular telephone on a maintenance-free basis. The Board shall pay the monthly cost associated with all business use of such telephone provided such cost shall be documented and provided further that the Superintendent shall be responsible and reimburse the school system for all non-business related calls.

10. PROFESSIONAL DUES

The Superintendent shall attend appropriate professional meetings at the local, state and national level, the expenses of said attendance, as evidenced by expense vouchers, to be paid by the Board. The Board expects the Superintendent to continue his professional development and expects him to participate in relevant learning experiences. In that regard, the Board agrees to pay all professional association dues incurred by the Superintendent (such as for the American Association of School Administrators) and agrees to pay such other membership dues as the Board and the Superintendent may agree upon.

The Board also feels that it is in the best interest of the school system for the Superintendent to be an active member in local civic and community organizations. The Board expects the Superintendent to join such organizations, and to actively participate therein. The Board will pay the customary expenses related to joining and participating in said organizations.

11. DISCHARGE FOR CAUSE

Throughout the term of this contract, the Superintendent shall be subject to discharge for good and just cause in accordance with the laws of the State of Louisiana, including LSA-R.S. 17:54, which cause shall include but not be limited to, incompetence, unworthiness, inefficiency, failure to fulfill the terms and performance objectives as agreed upon under this contract, failure to comply with school board policy, or any other conduct which is seriously prejudicial to the school system. The Board shall not arbitrarily and capriciously dismiss the Superintendent. No discharge shall be effective until written charges have been served upon the Superintendent and he has an opportunity for a fair hearing before the Board after ten (10) days' notice in writing. Said hearing shall be public or private at the option of the Superintendent. At such hearing, the Superintendent may have legal counsel at his own expense. 2/3 vote of the entire Board is necessary to terminate Superintendent under this provision in accordance with state law.

12. DISABILITY

Should the Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control, and said disability exists for a period longer than ninety (90) consecutive calendar days following the exhaustion of any current and accumulated sick leave the Superintendent may have earned and accumulated during the term of this contract, the Board may in its discretion, at any time after such period of disability, determine that the disability is permanent, irreparable, or of such serious nature that it is impossible for the Superintendent to perform his duties, and may by written notice to the Superintendent terminate this contract, whereupon the respective duties, rights and obligations hereunder shall terminate.

13. HOLD HARMLESS

The Board shall as part of the consideration of this contract, defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity, provided that in the incident giving rise thereto the Superintendent was acting within the scope and course of his employment with the Board. This indemnification shall not include criminal proceedings.

14. MEDICAL EXAMINATION

The Superintendent does hereby agree to have a comprehensive medical examination once each year, cost of said medical examination to be borne by the Board. The Superintendent must file with the President of the Board a yearly statement from a qualified physician certifying to the Superintendent's physical competency. To the extent allowed by law, this statement or medical report shall be treated as confidential information by the Board.

15. GOALS AND OBJECTIVES

On or before the end of the spring semester of the 2014 school year, the Superintendent will develop, in cooperation with the Board and the staff of the Board, school system goals and objectives for the 2014-2015 school year including the means of measuring such accomplishments. The goals and objectives shall be reduced to writing and be among the criteria by which the Superintendent is evaluated. On or prior to the beginning of each succeeding year, goals and objectives for the next succeeding school year will be established in the same manner and with the same effect as described herein. If the goals and objectives need to be modified during the school year after the school system receives its official state performance report, the superintendent will make the changes and submit them to the Board for approval.

16. ANNUAL EVALUATION OF SUPERINTENDENT

The Board shall initially evaluate the Superintendent's performance in writing no later than thirty (30) days after the Board receives the 2014-2015 Louisiana State School Accountability Report. All subsequent evaluations shall occur annually thereafter, no later than

thirty (30) days after the Board receives the previous year's Louisiana State School Accountability Report. The evaluation shall be reasonably related to the job description of the Superintendent and shall be in part based upon the goals and objectives of the school system for the year in question. The Board's evaluation and incentive pay shall also be based on the Superintendent's achievement of specific performance targets required by state law that includes the following: (1) student achievement; (2) student achievement for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; (3) graduation rates; (4) graduation rates for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; (5) the percentage of teachers with an "effective" or "highly effective" performance rating. Said performance targets are attached to this agreement as Exhibit "A". Should the Board determine the performance of the Superintendent to be unsatisfactory in any respect, the Board shall describe, in reasonable detail, specific instances of such unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory and in any other areas the Board believes improvement is necessary or desirable.

The Superintendent shall receive from the Board written notice of his annual evaluation and shall have the right to make a written response thereto, which response shall become a permanent attachment to the Superintendent's personnel file. The Board shall meet with the Superintendent in executive session to discuss the evaluation no earlier than seven (7) days and no later than the next regularly scheduled Board meeting after the Superintendent has received a copy of said evaluation.

17. RENEWAL NOTICE

The Board agrees to notify the Superintendent in writing, on or before September 30, 2016, whether or not it intends to renew his contract for an additional term commencing December 1, 2016, and the terms and conditions upon which it proposes such renewal. If the Board timely notifies the Superintendent that it intends to renew his contract, the Superintendent shall advise the Board in writing, within thirty (30) days of his receipt of said notice, whether or not the terms and conditions are acceptable. When the parties hereto agree upon the terms and conditions, a new written contract, or an extension of this contract, shall be executed as soon as possible thereafter. If the Board timely notifies the Superintendent in writing that it does not intend to renew his contract, then this contract shall terminate at 12:00 midnight on November 30, 2016.

If the Board fails to notify the Superintendent of its intention to renew his contract or not to renew the contract, such failure of the Board shall automatically result in an extension of this contract for one year beyond the date of termination, at which time this contract shall terminate.

The Superintendent shall, by certified mail to each Board member during the month of January of the year in which this contract expires, remind the Board of the existence of this automatic renewal clause.

18. TERMINATION OF EMPLOYMENT CONTRACT

This employment contract shall be terminated upon the death or retirement of the Superintendent or upon his discharge for cause. It may be terminated due to the disability of the Superintendent as is hereinabove provided, or by the mutual agreement of the parties hereto.

19. APPLICABILITY OF BOARD POLICIES CONCERNING SUPERINTENDENT

All policies and regulations concerning the Superintendent now found in the policy handbook of the Caddo Parish School Board are incorporated in this contract as if copied herein in full, and the Superintendent agrees to accept and follow those policies and regulations. In the event that specific conflicts now or hereafter exist between this contract and the policies of the Board, the provisions of this contract shall prevail.

20. SEVERABILITY CLAUSE

If any provision or item of this contract or the application thereof is held invalid or found to be in violation of state and/or federal constitutional or statutory law, such invalidity shall not affect other provisions, items or applications of this contract which can be given effect without

the invalid provisions, items or applications, and to this end the provisions of this contract are hereby declared severable.

21. CONTROLLING LAW AND FORUM

The obligations herein assumed by the Superintendent and the Board shall be governed by the laws of the State of Louisiana and the parties hereto agree that jurisdiction and venue for any claim arising under this contract or arising from or related to any act or omission of the Superintendent in the performance of his duties shall be exclusively in Caddo Parish, Louisiana.

22. CHANGES TO CONTRACT

In addition of the aforementioned provisions, it is mutually agreed by the parties to this contract that the Board and the Superintendent may at any time modify, amend or terminate this contract by mutual consent. Any such modifications or amendments shall be in writing.

THUS DONE AND SIGNED by the parties in duplicate originals on the dates hereinafter indicated in the presence of the undersigned competent witnesses and notaries public.

WITNESSES: CADDO PARISH SCHOOL BOARD

BY: /s/ Larry Ramsey
Larry Ramsey, President

SWORN TO AND SUBSCRIBED before me, Notary Public on this _____ day of _____, 2013.

Notary Public

WITNESSES: SUPERINTENDENT

/s/ Theodis Lamar Goree, Ph.D.
Dr. Theodis Lamar Goree

SWORN TO AND SUBSCRIBED before me, Notary Public on this _____ day of _____, 2013.

Notary Public

Exhibit A

Performance Objectives:

- 1) Overall district student achievement (Goal to be mutually agreed upon)--(15%);
- 2) Student Achievement for schools that have received any variation of the school performance letter grade designation of "C", "D", or "F" (Goal to be mutually agreed upon)--(15%);
- 3) Student graduation rates (Goal to be mutually agreed upon)--(15%);
- 4) Student graduation rates for schools that have received any variation of the school performance letter grade designation of "C", "D", or "F" (Goal to be mutually agreed upon)--(15%);
- 5) The percentage of teachers with an "effective" or "highly effective" performance (Goal to be mutually agreed upon)--(15%); and
- 6) Achieving a balanced budget for the upcoming fiscal year--(25%)

Formula For Payment Of Incentive

In order to receive any incentive pay the superintendent must reach or exceed the performance goals of three out of the first five performance objectives listed above. The superintendent will be entitled to receive the cumulative percentages listed adjacent to each objective up to the maximum incentive pay described in the contract if the superintendent reaches or exceeds the goals of at least three out of the first five performance objectives; if the superintendent reaches the minimum goal and prepares a balanced budget (objective 6), the superintendent will earn 100% of the incentive pay described in paragraph 6 of this agreement.

Adjournment. There being no additional business, *Ms. Priest moved, seconded by Miss Green, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 4:53 p.m.

Mary Nash Robinson, PhD, Interim Secretary

Larry E. Ramsey, President

North Caddo Magnet High School One of 63 High-Achieving Louisiana Schools to have the Highest Bar for Classroom Teaching Excellence in using the Compass Tool. North Caddo Magnet High School was recognized as one of 63 high-achieving Louisiana schools to have the highest bar for classroom teaching excellence in using the Compass tool. Mr. Mainiero explained that the Louisiana Department of Education released a list of schools across the state that had a high rate of success with students but also a very high bar for excellence in classroom observations. He stated that each of the schools on the list was in the state's top 10 percent in student improvement or overall achievement, and at the same time had 10 percent or fewer of its teachers scoring "highly effective" on classroom observations.

Newly Appointed Administrators. The following newly appointed instructional coordinators were introduced by Director Charles Lowder: Michele Burgess, Blanchard; Kylie Cotton, A.C. Steere; Christina Crutchfield, E.B. Williams Stoner Hill; Kristin Davis, Shreve Island; Meshel Frasier, Fairfield; Felicia Gipson, Eden Gardens; LaKeisha Goree, Turner; Estelle Green, Oak Park; Amanda Holland, University; Renata Mahoney, Creswell; and Kimberly Olds, University.

Board member Trammel left the meeting at approximately 4:50 p.m.

VISITORS

Jackie Lansdale, president of Red River United, asked the Board if it believes in the promise of public education, if it believes in a high quality public education for all children, if it believes that it is an economic necessity, if it believes it anchors democracy, it is imperative, that it is a fundamental civil right, and without it none of the other rights can be realized? If so, she asked the Board to join her in reclaiming public education as the Board can so imagine it now and in the future. Referencing Massachusetts as the number one state in the Union for public education, Mrs. Lansdale stated that it was in 1993, they decided to ask for more and expect more; however, they did not do vouchers, they did not take tenure, reduce merit pay, and the charters they have implemented are very small and selective. She said she brings this to the Board's attention to say it is not necessary for the District to travel down this road. She said she reclaims the promise to fight for neighborhood public schools that are safe for teaching and learning, that have discipline in our schools, nor any type criminal behavior. She asked that the Board look at the departments that are allowing this to happen and put a stop it. Mrs. Lansdale stated she also plans to reclaim the promise that teachers and school staffs are well prepared, have small classes, are supported and have time to collaborate. She shared her enthusiasm for moving forward with the supply money, that all employees, in addition to all classroom teachers, will receive a supplement from the funds from the State; and noted the need for planning time to be placed back in the schedules, to work on getting bad managers out of the schools, and reclaim the promise that students' curriculum includes art, music and physical education as well as access to wrap around services to meet their emotion, social, and health needs. Lastly, Mrs. Lansdale stated she will reclaim public education for all children because it is time to ask the Office of Civil Rights to investigate how we are going to allow our children to be turned over to the RSD in schools that everyone knows are failing; and if the Board believes in public education, it will stand up and say this is wrong.

Billy Wayne, executive director of the Urban Support Agency, addressed the Board with a proposal relative to assisting the District to maintain the education it has maintained over the years. He said he does so because there is a need to increase student achievement and eliminate academically unacceptable schools in Caddo Parish by using expanded learning service providers. He highlighted the four components of the proposal which will implement practices that are researched based and are proven to be successful in turning around Caddo Parish's low-performing schools. He noted that the flexibility given to the Caddo Parish School Board by Federal legislation allows the district more autonomy to make decisions about failing schools. Also under the plan is the need to restructure all Title One funding for the effected schools from

the District level; and he noted his proposal for the reconfiguration of the schools that are threatened to be taken over by the State. He also suggested that in implementing the proposed reconfigurations, that the Teacher Advancement Program should also be implemented in all low-performing schools because it has been proven to work. He also recommended the implementation of an extended-year program at all middle and high schools under the waiver provided; provide additional career component for grades 6-8, provide additional music, recreational and art components at all grades K-5. He closed by saying the Board is authorized to move forward with making these type changes by outsourcing after school programs, Saturday and extended day programs, which will relieve the District of additional stresses.

Glenn Davenport, employee in the Maintenance Department, asked if any Board member has felt the dramatic pain he has endured because he asked the Board to investigate the allegations against him. He said he was conveniently removed from his profession as a carpenter's helper, all because someone manipulated and manifested information that referred to him as a safety risk. He worked hard to be deemed a carpenter only to allow this to blow up in his face because there were those who did not want him to have a voice. He doesn't understand why the Board allowed this to happen to him and he now questions who he should turn to and asked the Board to reconsider the placement forced upon him because he is no more a safety risk than any one of the Board members and only asks that the Board treat him as they wish to be treated and asked that he be reinstated as a carpenter's helper in the Maintenance Department and assure him that he will be treated fairly and equally as any other employee.

Patricia Pouncy, cafeteria monitor addressed the Board on the proposed supplemental \$500 for all employees. She shared her responsibilities and duties as a cafeteria monitor and encouraged the Board to support this for the employees.

Jon Glover, employee, addressed the Board on the collective "We the People" that can address the perils of the school system. Understanding that the Board members are the stewards entrusted to oversee the school system, she noted that it was never the intent for the Board members alone to spearhead educating every child in Caddo Parish. She encouraged the Board to take the leadership role and exercise practices that will begin the District on a course that will ensure success in educating every child in Caddo Parish regardless of race, color or creed. Noting that all should be held accountable for our unwillingness to forge ahead in an effort to address the ills that continue to plague the Caddo School System, Ms. Glover stated the importance of change in order for all Caddo students to be successful collectively. Care, concern and compassion for children are all needed or the failure pattern will continue.

Katie Loomis, librarian, thanked the Board for remembering librarians in the supplement and stated that before librarians became librarians, they were first teachers who received certification to become librarians. She stated that librarians are also evaluated by the Compass evaluation plan the same as regular classroom teachers also do work above and beyond their job descriptions, just as teachers do.

Pam Peters, employee, encouraged the Board to support the supplement for all teachers and support personnel. All employees work very hard every day and have not had a pay raise in seven years, and she encouraged the Board to look at ways to give employees a long overdue pay raise.

Brian Salvatore, citizen, echoed Mrs. Lansdale's comments relative to discipline issues and shared with the Board his disappointment in the Board's decision to limit the candidates to interview for the Superintendent's position. He said he believes the most familiar candidate is someone that has been with the District for 40 years, yet she is being denied fair consideration for the position. Noting the economy in Shreveport being dependent on gambling, he stated that this is not the time to gamble on an unknown future. He stated his concern has been shared with

him by many and his experience is Dr. Robinson brings people together when the prior administrator would not listen to what the Board had to say. He also noted the little experience that the candidates represent as compared to the many years of experience Dr. Robinson has and he believes terminating the current search is the best option at this time.

Sheridan Shamburg, librarian, addressed the Board on the proposed pay supplement and the fact that the librarians were eliminated from receiving the same supplement as classroom teachers and that upon contacting some of the Legislators was told that it is a parish decision. She stated the stipulations in HB1 that clarify what constitutes a classroom teacher and she believes that the information provided should be ample to clarify that librarians should be included in the MFP supplement provided to classroom teachers. She also noted that librarians are held to the same evaluation rubric as all classroom teachers, and also noting the responsibilities of all librarians, she believes librarians should be included in the supplement given to classroom teachers and would greatly appreciate the Board's consideration.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Dr. Mary Nash Robinson highlighted items for the Board's consideration and President Ramsey noted the following as the Consent Agenda: 8.01-8.04, 8.07-8.08, 8.10, and 8.12. *Mr. Pierson moved, seconded by Ms. Priest to establish the agenda and proposed consent agenda as presented. Vote on the motion carried unanimously with Ms. Trammel absent for the vote.*

CONFIRM THE CONSENT AGENDA

Mr. Pierson moved, seconded by Ms. Priest, to confirm the consent agenda. Vote on the motion carried unanimously with Ms. Trammel absent for the vote. The following is a summary of the Board's action on the Consent Agenda items.

Item No. 8

8.01 General Fund Budget Revisions. The Board approved the proposed General Fund Budget revisions as recommended by staff and submitted in the mailout.

8.02 2014 Group Insurance Renewals. The Board approved the proposed 2014 Group Insurance renewals as recommended by the Insurance and Finance Committee and submitted in the mailout.

8.03 Approval of Resolutions, re: (1) Appreciation for Legislative Action providing Additional Funding for Public Education, and (2) Amend Accountability Bonus Points for Non-Proficient Super Subgroups. The Board adopted resolution, re: Appreciation for Legislative Action providing Additional Funding for Publication and Amend Accountability Bonus Points for Non-Proficient Super Subgroups as submitted in the mailout.

8.04 Shreveport Job Corps Cooperative Agreement 2013-14. The Board approved the Shreveport Job Corps Cooperative Agreement for 2013-14 as recommended by staff and submitted in the mailout.

8.07 Proposal for Lease/Purchase of School Buses. The Board approved the lease/purchase proposal for school buses as recommended by the Transportation Committee and submitted in the mailout.

8.08 Purchasing – Digital Video Recording Systems for Buses. The Board approved the recommendation to purchase digital video recording systems for buses through the Bossier Parish School Board's bid for digital video recording systems.

8.10 Teacher M and S. The Board approved the Insurance and Finance Committee's recommendation that approximately \$300,000 be used from the remaining \$700,000 of the additional State funds to give each classroom teacher \$100 for materials and supplies for the remainder of this school year.

8.12 Approval of Third Party Charter Reviewer. The Board approved the third party charter reviewer as recommended by staff and submitted in the mailout.

REQUEST FOR TERMINATION APPEAL IN ACCORDANCE WITH CPSB POLICY GDPD

Mrs. Crawford moved, seconded by Mr. Rachal, that the Board uphold the termination of classified employee H.S. Vote on the motion carried unanimously with Ms. Trammel absent for the vote.

REQUEST FOR APPEAL OF TERMINATION

Jackie Lansdale, president of Red River United, stated her reason for addressing this item is it is an issue of due process; and whenever an employee is called to the Classified Office, that employee is allowed to bring their case and this did not happen. She stated that this individual could have brought information relative to his case, but he was not allowed to do so; and the District currently has two conflicting policies, and this employee actually complied with one of the policies and there are records to verify that he did. She encouraged the Board to hear this grievance if for no other reason than to see the complexities between the two policies; and that when they as an organization asks the Board to listen to the employees, there is an expectation that the Board does that, and to remember that the Board might look to them at some point for support and how difficult it would be to overcome if the Board turns down their plea to hear one of their member's appeal for termination.

Ms. Priest moved, seconded by Mr. Pierson, to uphold the termination of classified employee L.C.

Miss Green moved, seconded by Mr. Hooks, that the Board hear this employee's oral arguments at the next Board meeting. Vote on the substitute motion carried with Board members Crawford, Pierson, Ramsey and Priest opposed. Board members supporting the motion were Riall, Green, Crawley, Hooks, Rachal, Armstrong and Bell. Ms. Trammel was absent for the vote.

DISTRIBUTION OF ADDITIONAL REVENUE FROM STATE SUPPLEMENT

Ms. Priest moved, seconded by Miss Green, to approve that in addition to the \$800 the Board previously approved for classroom teachers, that \$1.7 million of the additional State funding be used to give all other employees a \$500 supplement as recommended by the Insurance and Finance Committee. Ms. Priest noted that the Insurance and Finance Committee (comprised of Board members Priest, Bell, Green, Trammel and Riall) reviewed the information provided, including the law and Acts passed during the Legislative Session, and at that meeting some additional information was requested and was supplied by the staff (how the Federal Government shutdown will affect the Federal funds from which employees paid from those funds would be affected). Administration reported back to the committee that the three Federal grants largely affected include Title 1, IDEA (Special Education), and Child Nutrition; however, the cost is approximately \$65,570, \$8,400 and \$261 respectively and a list of the funds and cost was provided to Board members. Ms. Priest further reported that the Insurance and Finance Committee, and others that have spoken, are in agreement that a \$500 supplement is something that all employees not included in the Legislation deserve. Miss Green concurred with Ms.

Priest's comments; and while the Board understands what many have said, the Committee worked long and hard with staff to present information for consideration. She thanked staff and the Insurance and Finance Committee for putting this proposal together.

Mrs. Bell stated her agreement with everything said and she wishes someone would explain to the Legislators what a classroom teacher and librarian actually is before they make such a decision in the future.

Mr. Rachal said he asked for this information so the Board would be aware of the impact on all grants, he also stated at the last meeting that he would support this item; and while he appreciates everyone's attendance, he clarified with Jim Lee his understanding that we currently will use \$1.7 million from the MFP funds and additional funds will be used from the other funding sources, and Mr. Lee said that is correct. Mr. Rachal added that if this were done on a yearly basis, we know exactly what the cost will be from the General Fund and from each department to provide this to the Classified Personnel. Mr. Lee responded that staff has a relatively close estimate as to what the cost will be. Mr. Rachal said that as the Board goes through the next budget planning session, it will know what needs to be allocated if the Board chooses to do this on an annual basis from the General Fund, and he supports the motion on the floor.

Mrs. Armstrong stated her feelings that the librarians should be included in the teachers' stipend; and it is obvious the Legislators have not observed what librarians do. She also stated that one must understand that the votes are in South Louisiana and encouraged any who had connections in South Louisiana to make contact with those. She said she is disappointed that the librarians are not included in the teachers' stipend and in the future if this happens again the local Board needs to find the funds to supplement and provide the librarians the same as teachers.

Mr. Riall moved, seconded by Mr. Pierson, to call for the question. Vote on the motion to end debate carried with Board members Crawley and Hooks opposed and Ms. Trammel absent for the vote.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

9.01 Update on Collaborations with RSD. Dr. Robinson reported that staff held a teleconference with Mass Insight, service provider working with Jefferson Parish in their turnaround efforts, and were advised that working with such a service provider is seen as favorable. She reported that staff also met to discuss the initial plan with principals directly impacted. A press conference was held to share Caddo's Plan that was presented to the Board the evening before. A community input forum at Peaceful Rest Missionary Baptist Church was attended by staff, and parents in attendance presented a roster of identified partners for the Village Plan. At this time, Dr. Robinson reported there are five charter applications for review and staff will begin reviewing these and meet soon with the third party charter reviewer. She also stated that staff will continue discussions this week on Caddo's Plan and will conclude plans to travel to New Orleans on Wednesday to visit sites in the RSD in New Orleans on Thursday to hear plans for addressing AU scores. She reported that they toured the Caddo Career and Technology Center and attended a community meeting on Centenary's campus last evening. Dr. Robinson announced that this process is progressing per the timeline established by Mr. Ford; and the final collaborative effort to address Caddo's AU Schools must be sanctioned by the Board in the November meeting in order for the staff to prepare to present it to BESE in December. She stated she is always available to address any questions or concerns.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal asked if when the Board goes through the Third Party process for the review of the proposed charters, he desires to be kept in the loop, to know what and how as the process is followed.

Dr. Robinson announced that the Junior Achievement Northwest Louisiana Business Hall of Fame Banquet is scheduled for October 17th at 6:30 p.m. at the Shreveport Country Club.

Mr. Riall announced he was in the very first Junior Achievement Program in Caddo Parish.

Mrs. Crawley asked that staff follow up and get a review from the Office of Civil Rights relative to handing over our schools/students to a failing RSD.

Mrs. Crawley asked that staff provide a report on the number of students who have threatened or battered school employees and have returned to the school (number of students and the school they are attending).

Miss Green announced she will host a Town Hall meeting on Thursday, October 17th at 6:00 p.m. at Newton Smith. The guest person in attendance for the Superintendent will be Cleveland White.

Miss Green asked if she understands correctly there is a group of Board members traveling to New Orleans on Wednesday and how were the five Board members selected; because, some of her schools are affected and she was not included in this opportunity. She asked if Mr. Ford or any other organization requested that the Board look at some schools that have been affected the same as Caddo, and some of the Caddo schools being affected are in her District, she stated she believes it is only fair that the invitation is extended to every Board member. Mr. Ramsey said a decision was made to take five Board members (the Executive Committee and two additional Board members). Miss Green asked who made the decision and Mr. Ramsey responded he did because it had to be made quickly and only a few could attend because of the budget.

Mrs. Bell asked that the Attendance Department provide her with the enrollment number for Caddo Parish Schools and for Magnolia Charter as of October 1st.

Adjournment. *Mr. Pierson moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:08 p.m.*

Mary Nash Robinson, PhD, Interim Superintendent Larry E. Ramsey, President

October 22, 2013

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in special session in the Superintendent's Conference Room at 1961 Midway Street, Shreveport, Louisiana, at 11:30 a.m. on Tuesday, October 22, 2013 with President Larry Ramsey presiding and Carl Pierson and Bonita Crawford present being a quorum. Legal Counsel Reginald Abrams was also present.

Mr. Pierson moved, seconded by Mrs. Crawford, to go into executive session for the purpose of negotiations with candidate Dr. Theodis Goree for the position of Superintendent of Caddo Parish Public Schools. Vote on the motion carried and the executive committee went into executive session at approximately 12 noon.

The Executive Committee reconvened in open session at approximately 1:00 p.m. and recessed until 11:30 a.m. Wednesday, October 23, 2013.

October 23, 2013

The Executive Committee reconvened in executive session at approximately 11:45 a.m. on Wednesday, October 23, 2013 in the Superintendent's Conference Room for the purpose of negotiations with candidate Dr. Terrence Brown for the position of Superintendent of Caddo Parish Public Schools. Those present were Larry Ramsey, Carl Pierson, Bonita Crawford and Legal Counsel Reginald Abrams.

The Executive Committee recessed at approximately 1:05 p.m. until 11:30 a.m. on Thursday, October 24, 2013.

October 24, 2013

The Executive Committee reconvened in executive session at approximately 11:50 a.m. on Thursday, October 24, 2013 in the Superintendent's Conference Room for the purpose of negotiations with candidate Timothy Magner for the position of Superintendent of Caddo Parish Public Schools. Those present were Larry Ramsey, Carl Pierson, Bonita Crawford and Legal Counsel Reginald Abrams.

The Executive Committee reconvened in open session at approximately 12:50 p.m. and having concluded contract negotiations with all three candidates for superintendent of Caddo Parish Public Schools, *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 12:51 p.m.*

November 5, 2013

The Caddo Parish School Board (**CPSB**) **Executive Committee** met in regular session on Tuesday, November 5, 2013, at 4:30 p.m. in the boardroom, 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and Carl Pierson and Bonita Crawford present constituting a quorum. Additional Board members in attendance were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Dr. Mary Nash Robinson, interim superintendent, and Reginald W. Abrams, legal counsel, were also in attendance. Carl Pierson led the invocation and Pledge of Allegiance.

PRESENTATIONS

SunGard Update. Dr. Robinson reported that after a number of departmental reviews, in which issues were cited that caused some concerns, and while she may not understand logistically what each department does, she does understand accountability; department heads met via telephone with Ms. Book to share their specific issues and develop an action plan to address them. Lillian Book, vice president of professional services for SunGard K-12, introduced Kim St. Marie, manager of professional services, and shared with everyone a report on the implementation of the SunGard software in Caddo and the findings/recommendations from the audit. She addressed the issues of Best Practices around Security, reducing the hands-off period, the number of supplemental Caddo has, the roll out of employee online (which is a module purchased and implemented by Caddo), professional services approval process, and the hosting options.

Noting that one of the audit findings was a concern that the security needs were not being met and how important it is that the correct people have access to the information, that the correct people have access to make changes, and that some people have no access at all, Ms. Book stated their group took the time to demonstrate the security to the administrative teams and has signed off that security did meet all the needs. She further explained that when implementing a program, it is frequent that security is left open for a wider group of people (insurance, human resources, payroll), because as they are learning, it is important that they have access to more; but as they learn their processes and how they are imbedded in the program, then security is closed down. Templates have been distributed to all the Caddo departments to allow security to be narrowed down and IT will do this as they receive feedback from these departments. She explained that IT's role is to set it up according to the wishes of the managers of the departments that have access which will make assigning roles to new hires easier; and again, she believes Caddo has signed off that security is doing what is needed and Caddo is now beginning the tightening process in security.

Relative to reduction of hands-off and supplementals, Ms. Book explained that hands-off is not a SunGard process, but it was utilized during the implementation process to help people focus on the timing of when data needed to be sent to payroll. Because the software is data driven, Ms. Book stated that as people better understand the processes, they are able to step away from the hands-off since it is not a part of SunGard's software. When SunGard came on board as a result of the audit findings, Ms. Book explained they worked with the IT team, payroll and administrative team to create calendars to show the appropriate cut-off dates so each team member is aware (internal or at the schools) when to get the information to payroll so payroll can do its job. Checklists were also provided for each department so as they are going through the process, they can validate each step required. Caddo's IT Department distributed these calendars/checklists about one week before the October payroll which seemed to help and employees expressed how much they appreciated it. Relative to reduced supplementals (which they see as a fact of payroll), Ms. Book noted that in Caddo, and in the audit report, no one department can handle that level of supplementals; however, within the system, there is a process

for running supplementals and any additional pay after a payroll has been run, but running supplementals (hundreds) is not a part of the system.

Roll-out of employees on-line was identified as non-operational and Ms. Book explained this was an error in the reporting and has been piloted with a number of users in the system where an employee can see their pay stub, their W-2, change their address, etc., and it is actually ready to be rolled out.

Relative to the concerns expressed around professional services, Ms. Book explained that Caddo has not paid for services where it was something SunGard set up incorrectly, or when SunGard brought in an additional/new employee to work with Caddo. She also added that some additional compensation time on SunGard's part was provided when the audit findings were presented. Ms. Book stated that SunGard takes its responsibilities very seriously and they knew it was their responsibility to correct/fix at no additional cost to Caddo. She noted that Sharon Golett in IT is the primary contact in Caddo and any future requests should come to them through Ms. Golett, i.e., training, report writing, etc. for SunGard to address.

While SunGard's first level is very engaging, and SunGard is leading and helping the District set up the software, testing and training; but once the district goes to live mode, it becomes obvious what things a District may want to add on, i.e. payroll interface, additional report writing, etc. and their time becomes "on request". She said there are many different ways a client can interact with them to obtain knowledge and training that are cost effective.

Ms. Book also highlighted hosting and the question was raised when the software was implemented as to whether or not the District wished to have the hardware in-house to run the applications or have it hosted. She further added that hosting does complete offsite backup in the event of any catastrophe which they test a couple of times annually. An additional advantage is the technology environment that continues to move forward and as part of the service, Caddo's software is kept current. She also reiterated SunGard's commitment to the partnership with Caddo and the background that is available through the many educators working for them. She also highlighted some of the pros and cons of a customized system and how it is continually being improved and upgrades are made at no additional cost to the District.

Mr. Hooks asked Dr. Robinson when (year) SunGard was initiated, and Mike Seale responded that Caddo went live with the financials in the summer of 2009 and human resources/payroll went live in 2012. Mr. Hooks asked when was it installed, and Mr. Seale responded that we do not have anything installed in Caddo. Jim Lee responded that when Mr. Seale referenced the financials, he is referencing the General Ledger and Purchasing systems and we went live in July of 2010 and probably went through the testing portion for these two systems the year before (2009). Dr. Robinson asked Mr. Lee to report when SunGard was purchased and Mr. Lee stated he believed possibly in 2008. Ms. Book responded that the contract was signed on September 30, 2009. Mr. Hooks said his problem is the committee met on this and he does not remember 2009; and he believes the professionals should be able to tell him the dates when the District spent the amount of money it did for this system. Mr. Hooks asked Mr. Woolfolk what year and month was he hired, and Mr. Woolfolk stated April 15, 2010. Mr. Hooks asked Ms. Book if he bought the most expensive vehicle made and from day one he had a problem with that car, what did she believe he should do about the car? Ms. Book responded that equating a car to a software package is, in her opinion, two different metaphors. Mr. Hooks stated that in looking at the budget, which is what the Board does, he doesn't believe the constituents money is being properly represented and if the employees are still having problems at this point, something is wrong. Ms. Book responded that physically it takes two to three years to implement the software, and she believes this is so indicated in the RFP; and she agrees that the payrolls were not correct and they have subsequently worked with Caddo to identify where the issues are, and 100%, they were not software issues. Thus, they are looking to determine if the software was

configured incorrectly, was it calculating incorrectly; and in none of the cases via the audit findings were either one of these an issue. However, they did learn that the processes were not being followed and that is where they returned and spent more time on the processes, i.e. calendars in place, checklists, validation reports, etc. Mr. Hooks stated if all departments are not on the same page with SunGard in four years, he believes something is drastically wrong with the program, and he asked Mr. Lee the year we began talking with SunGard? Mr. Lee responded that if we signed a contract in 2009, it was possibly late 2008 or early 2009.

Mrs. Crawley asked if additional information will be provided today, i.e. answers to the audit questions? Ms. Book said she distributed information, but was not actually planning on making another presentation today. Mrs. Crawley asked about the possibility of holding a committee meeting with SunGard representatives in attendance to answer questions. Mrs. Crawley also asked about Ms. Book's comments relative to hosting off-site and didn't the District buy the hardware to host it? Ms. Book said that is correct, but the District did not actually purchase the hardware; because originally the District determined it would buy the hardware and bring it in-house, and then a decision was made to hold off and SunGard was asked to hold the money it had for it; so it has been set up in a hosted environment. When the audit report was released, it recommended that Caddo stay in a hosted environment and apply the pre-paid dollars for the hardware toward hosting fees rather than bring the hardware in-house. Mrs. Crawley asked if someone with SunGard is working with Ms. Golett and each department to answer questions/problems and is the District being charged? Ms. Book responded they have worked with Ms. Golett and the departments and Caddo has not been charged. Mrs. Crawley asked Ms. Book if she is saying that the problems were user issues, and Ms. Book responded that it is, but management has changed and no one learns software overnight; and because of the timing issues, there were more mistakes than there should have been because the appropriate time was not taken to go through the process carefully. She added that because calendars have now been put into place to allow the data to get to the Payroll Department in a more timely fashion as well as the data being checked at the source, it is believed these errors will be corrected.

Mr. Riall referenced the Audit Committee meeting and requesting staff to look further into the issues with SunGard, which is why we are here today. He asked if we are now working through the process well enough to where it will now be functional, usable and we will be satisfied that we can make it work? Dr. Robinson reported staff is diligently working toward this as they have been since the beginning; and staff carved out the necessary time to do the training with the SunGard representatives. While there are still some issues, staff does continue to work to resolve these and department heads are in the audience to answer any questions. Mr. Riall mentioned that he will call another meeting of the Audit Committee to further discuss these issues informally with representatives of SunGard in attendance. Dr. Robinson added that she believes we are in a much better situation today than immediately following the audits.

Miss Green said she attended the last Audit Committee meeting and she too would like for the SunGard representatives to attend the next meeting to answer questions.

Mr. Ramsey agreed to refer this matter back to the Audit Committee to hear additional questions and a report back to the Board.

Mrs. Bell asked the Board President to request the Board Secretary to provide minutes of the meetings where SunGard discussions began. She also asked how much training has been provided to those employees who must use SunGard and what additional training will be provided that the employees need.

Ms. Priest asked about the off-site backup relative to disaster recovery and she would like to see this information provided to the committee when it meets. Ms. Book responded that Ms. Golett

has a proposal from SunGard as it relates to disasters; and Dr. Robinson responded that she will get with Ms. Golett regarding providing this information to the Board.

Mr. Rachal asked about the typical time for implementation, and Ms. Book answered two to three years. Mr. Rachal asked if Caddo (after SunGard did evaluations and assessments) had internally caused issues? Ms. Book said she believes after looking at what was working and what was not, they were able to identify with Caddo's team that change management was a large issue with the process (moving from the mainframe system to a new system); and they are working with this. Mr. Rachal asked if the recommendations made have been addressed, and Ms. Book responded they are being addressed in what they refer to as the refining phase which follows the main implementation phase. Mr. Rachal asked if SunGard feels that training or lack of training was a larger issue; and Ms. Book said while the question is a difficult one, there was training, but with any new system, it is a difficult process, and it doesn't come together until there has been ample hands-on experience with the system. Mr. Rachal said he believes we are currently dealing with a confident level with the system, and he asked Ms. Book how confident did she feel that the SunGard system will work successfully in Caddo to accomplish the goals. Ms. Book responded she is 110% confident, because while Caddo is complex with all the state rules, they do have the ability to meet those rules and accommodate the change.

Mr. Hooks asked that before the Audit Committee meets if Jeff Howard could conduct another questionnaire of Human Resources and Payroll similar to the first questionnaire in order to provide a clearer picture of where the employees are in the process. Mr. Howard responded if they use a ten-questionnaire survey similar to before, he believes it will take approximately two weeks; and then approximately one more week to compile and report the results. Mr. Hooks asked that this be done and coordinated with the next Audit Committee so this information is available for the committee.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE NOVEMBER 19, 2013 CPSB MEETING

Dr. Robinson shared items for the Board's consideration at the November 19, 2013 CPSB meeting and the following discussion ensued.

Sale of Hamilton Terrace. Mr. Hooks asked why information is not provided today if the Board is being asked to vote on this at its next meeting? Tim Graham explained this was an item put out for bid by November 1st; and there were no bids received, so it is on the agenda to seek the Board's pleasure regarding the next steps. Mr. Hooks asked Dr. Robinson why we are selling Hamilton Terrace, since he believes there could be a need to use this building in the future for an over-age program. Mr. Woolfolk responded that a commitment was made to the community that when a school is closed in a neighborhood, we would repurpose the property, sell it or tear it down. Because there was an interest in Hamilton Terrace, the recommendation was brought to the Board to put it out for bid. Mr. Hooks asked Mr. Woolfolk about the concerns expressed at his Town Hall meeting and the possible future need for an over-age student facility. He further asked if Hamilton Terrace is sold, is there another facility that can be used for over-age students? Dr. Robinson responded we do have such a facility and when the Board gets to the point on the agenda of discussing the RSD and the CPSB agreement, staff will bring this information to the Board. Mr. Ramsey reminded the Board that it did authorize staff to go out for bid to sell this building; and because there were no bids, there is another opportunity for the Board to look at the future of this facility.

Tim Graham clarified that since Caddo did not receive any bids, staff is asking the Board what it would like to do, i.e. lower the price to 85% of the appraised value (state law) or do nothing. Mr. Hooks asked why is it on the agenda, and Mr. Graham explained that there was a bid opening on this item and because there were no bids, staff is reporting this to the Board.

Mr. Riall asked Mr. Graham if this school was not vandalized, and Mr. Graham said it was severely vandalized. Mr. Riall asked if the school is still sitting in that vandalized condition, and Mr. Graham said it is. Mr. Riall asked Mr. Graham how much would it cost to get Hamilton Terrace back up and operational again? Steve White responded that it would be a significant expense because there were 31 air conditioning units damaged beyond repair.

Mrs. Crawley reported there was a meeting with some concerned citizens and there were two separate news reports stating that we entered into an agreement with the Rescue Mission. The Highland Association asked why the District has not corrected that error in reporting. She asked if, in the future, staff could stay on top of these matters.

Mr. Rachal stated rather than pulling the item, he believes the item should be changed to authorize the staff to go back out for bid in accordance with state law and give staff direction. Mr. Graham stated he believes that it is a directive that comes to staff from the Board, and Mr. Ramsey asked that staff bring back a recommendation to the Board.

Mr. Pierson noted that one of the things that came out of the meeting was no one was interested in purchasing the building at the asking price; and state law requires us to bid the sale of the building at the appraised value; and if the appraised value is not met, then by law, the District can bid it at 85% of the appraised value. Mr. Pierson also stated his agreement that something needs to be put on the agenda that gives the Board the opportunity to decide if it wishes to bid the building at a price less than the appraised value, demolish the building, etc.

Miss Green asked whose District is Hamilton Terrace located in, because she has a problem with other Board members making suggestions relative to a facility that sits in another Board member's district.

Mr. Ramsey announced that this item will be moved from "Bids" to "Other Action Items" as Item No. 8.06 "Sale of Hamilton Terrace Property".

Shreveport Police Dept. Long-term Use of Off-line School(s). Ms. Priest asked for clarification of the three off-line schools and why West Shreveport is listed as one of the schools. Mr. Woolfolk stated that West Shreveport can be removed from the list of off-line schools, because SPD did not request specific schools, but only inquired about any off-line school that might be available for active shooting. Ms. Priest stated that the point is she believes there has been a move toward utilization of West Shreveport beginning in 2014. Mr. Woolfolk responded that SPD would use these facilities on a weekend and/or at night; and staff works around them. Again, Mr. Woolfolk announced that West Shreveport will be removed from the list.

Mental Health Interagency Agreements and Contracts. Mr. Hooks asked when these agreements and contracts will be available for review? Roy Murry announced they are a part of the Safe Schools grant, and copies are available for review in the Superintendent's Office.

Resolution, Re: Partnership with Foster Grandparent Program. Mr. Rachal asked if there will be an agreement drafted between CPSB and the Foster Grandparent Program. Mrs. Bell stated that this program has been in place since 1980 and Caddo Parish Schools has partnered with them to provide needed services in the schools. Since its inception, Caddo Schools has not presented them a resolution of thanks and appreciation for all they do for students in Caddo Schools, and she is asking that this be done. Reggie Abrams responded he is drafting and will have available a proposed resolution for the Board's consideration on November 19th.

Partnership Agreement with Recovery School District. Attorney Reggie Abrams shared with the Board a draft agreement received from the Recovery School District (RSD) Monday

afternoon. Mr. Abrams reported that the RSD has been in communication with staff, Board members and members of the community to discuss the future of Caddo Parish AU schools (AU4) and their recommendations being brought forth in December as to the future of Caddo's AU4 schools. He added that Caddo also put together a plan and the last draft received is what the RSD has agreed upon and would like to present to BESE in December as an outline for Caddo to move forward. He also explained that an MOU will be drafted before their next meeting which will formalize the information provided. Mr. Abrams stated he would like to see the partnership agreement changed so it is similar to the partnership agreement Caddo had in the past. He noted there are no charter schools or takeovers in this proposed plan. He further added that the ultimate attempt was to come up with something everyone would be able to work with; however, he did have a problem with the initial proposal of one year, and potential to extend to December 2016, and he will ask for additional language in the agreement to allow for the agreement to be extended for schools making significant academic gains and progress.

Noting the intent for every school to have a minimum score of 50, the District submitted a proposal that included the closing of Newton Smith at the conclusion of 2013-14, and the RSD indicated it will close Linear Leadership Academy at the close of the 2013-14 school year. On page 3, the circumstances are so noted that the closure of Linear will be contingent upon Caddo Parish presenting for approval by February 1, 2014, a plan for reopening Linear in 2016-17. He further explained that the RSD must hold a school for five years once they receive it and is why they cannot return it to Caddo, so they would close the school, the current students would attend Green Oaks or their non-failing neighborhood school which is consistent with what the District is proposing. Under Developing System Change, Mr. Abrams explained they are suggesting that we use something similar to Jefferson Parish, i.e. use the nationwide Mass Insight firm to help with a design for Central Office to help support autonomous schools, schools that can handle their own budgets and develop talent, a financial plan and organizational redesign, as well as build Central Office capacity and new school leaders. Mr. Abrams stated a Third Party Service Provider will help the District comply and have great student outcomes, and the RSD requires that they approve any Third Party Service Provider used. He also explained that the positions at Atkins, Midway, Woodlawn and Fair Park will be vacated and these schools reconstituted, with employees reapplying for their jobs. Regarding Linear, even though it will be closed during the 2013-14 school year, the District can use this facility, only not as a school during that time period, and the RSD must approve what the District uses it for. He also noted the RSD will host a summit where Service Providers will share what they do and how they do it. Options for the AU4 schools (Atkins, Midway, Woodlawn and Fair Park) include contracting with a management organization or using a third-party service provider, which will be up to the Board; and, staff is recommending the option of a third-party service provider.

Mr. Abrams further explained that the CPSB will reconfigure the grades and programming at Woodlawn Leadership Academy and Fair Park to create a career technology education high school serving students from across the parish in grades 9-12, and this was accepted by the RSD. Other schools (AUS1-3) (Caddo Middle Career, Lakeshore, Mooretown, Queensborough, Werner Park, Westwood) will use the same service provider so they are doing the same things and working to keep these from becoming AU4 status. These schools will also be under this agreement which provides a security blanket and no worry about the potential of them being taken by the RSD. Mr. Abrams noted the accountability that will be in place, i.e. reports, etc., and any changes needed would be processed through the RSD. Mr. Abrams added he will also ask for additional language that states if any school scores a 50 during the term of this agreement, it would not necessarily be subject to being moved into the RSD. Important dates brought to the Board's attention included November 19, 2014 for agreements to be approved by the local Board, presentation to BESE in December, and 2015 dates.

Mr. Ramsey expressed his gratitude to Counsel, Dr. Robinson, staff and Mr. Ford for the many hours and hard work in the development of this proposed plan.

Miss Green asked about Mr. Abrams' comments relative to the implementation of something seen in New Orleans, because she does not understand how the Board can support implementing something that not every Board member had the opportunity to see. She also asked about the closure of Newton Smith and Linear and how this is being proposed. Mr. Abrams announced there will be a summit next week to go over the information presented in New Orleans, the successes of the programs there and the services they provide. The closure of Newton Smith was a recommendation from staff since Newton Smith was originally a stop gap put into place to make certain 6th graders did not attend Green Oaks, thus the intent would be to close it and repurpose it with Southern University or some other entity. Miss Green stated her problem is there is a new highway coming through this area and new housing developments and to give it to Southern University, which she has no problem with, she questions what would happen if there is an over-population in that area and there isn't ample space at Pine Grove and Northside and we have need for the space at Newton Smith. Mr. Abrams stated that how the school is repurposed and/or closed is a Board decision. Miss Green stated she believes we need to make Newton Smith a preK-3 school, and Pine Grove and Northside 4-6 grades.

Mr. Hooks asked for clarification between the RSD and a charter school? Mr. Abrams explained that this agreement is to keep Caddo schools from going into the RSD; that there are five types of charter schools and the RSD is an arm of the State Department, created by the Legislature, that can receive failing schools with BESE approving Memorandums of Understanding (MOUs). Mr. Hooks asked what will happen if the SPS does not change under a Third Party Service Provider? Mr. Abrams explained that if the District does not meet the requirements by December 2015, then the RSD will make a recommendation to BESE as to who will take control in 2016. Mr. Abrams added we will do what is suggested and we will ask the State for additional time (year) if needed to show improvement. Mr. Hooks noted that one of the current charter schools in Caddo has not shown any progress since its inception, and he wonders what will happen to Caddo's schools if there is no change in the School Performance Score? Mr. Abrams said he will be speaking up for Caddo because he agrees these companies are charged with improving the schools and his argument will be that Caddo did everything it possibly could, and because there are still issues, request for additional time to make it happen or time to get a different provider.

Mrs. Crawley asked for information on the summit, and Mr. Ramsey announced that it will be at Linear, Tuesday, November 12th, from 1-5 p.m. Mrs. Crawley asked if, since these providers will be held accountable, the Third Party will get paid if there is no improvement? Mr. Abrams indicated he feels sure they will get paid. Mr. Ford responded that this will be up to the terms of the agreement created by the CPSB with that provider. Also, the RSD has made recommendations on Third Party Service Providers; however, that does not mean a District must use a provider from that list. Mrs. Crawley stated it is her hope the providers will come to the summit with data reflecting their proven success, and she would not want to extend the agreement if progress is not being seen. She also asked if the State will help with this money? Mr. Ford stated that a potential budget on how much this will cost, was provided and there are believe and succeed grants available, as well as monies set aside for Caddo that will help close the gap. Mrs. Crawley stated her appreciation for what appears to be a compromise which indicates everyone is working together. Mrs. Crawley noted the enormous amount of money Caddo spent for providers to come in and she does not feel there is a lot of difference in Option 1.

Mr. Ramsey asked if, with the application deadline being November 15th, Caddo will be given a waiver since the Board does not meet until the 19th? Mr. Ford responded that the 15th is the deadline date for the planning grant (monies received now to plan what will be implemented), and the second grant is March 30th which includes money for the 14-15 implementation. Mrs. Crawley asked Mr. Abrams if Option 1 is very "charter-like"? Mr. Abrams responded not really,

because a Charter would create a separate Board; and if the Board selects Option 1 or 2, that is the staff's recommendation to the Board. Mrs. Crawley asked about a term for alternative certification, and Dr. Robinson responded there is, and staff has made the contact with Teach for America, and they will be at the summit. Mrs. Crawley asked if they (Teach for America) has a proven record and will everything we do be data driven? Dr. Robinson verified that is correct and principals will make recommendations which will be placed in the applicant pool, but the principal interviewing will determine who they interview. Mr. Abrams stated that the contract agreement states that the RSD recommends, but it does require the CPSB to consider partnering with alternative certification teacher pipeline program. Dr. Robinson indicated she could determine the pool at this time because it will be necessary to reconstitute some schools and who is rehired, etc.

Mrs. Bell asked Mr. Ford about provisions on page 2 indicating that the CPSB superintendent is authorized by the CPSB to carry out all recommendations by the third party provider, i.e. change relations to school budgets, and she would like to know where this money will come from? Mr. Abrams responded they will suggest to the Board how to come up with school-based budgeting, so the Board will establish the overall budget and come up with a budget for the particular school (Caddo Parish will pay the provider and there will be an agreement relative to funding dedicated through a grant). Mrs. Bell again asked if Caddo will continue to receive the per pupil allotment and will Caddo have to provide the funding for the provider? Mr. Abrams responded that the schools will still be Caddo schools and the students will be Caddo students. Mrs. Bell asked who will pay the provider and where will the money come from to pay the provider? Mr. Ford said he believes it is a completely different type of provider situation, because the Board will contract with a provider to provide support at the District level. The contract will provide support to the Board as to how to create a talent pipeline for certified teachers, how to address transportation issues in a Choice district, how to do student-based budgeting, etc. for Option 2. Under Option 1, a provider will come in and manage the school daily (the school is a Caddo school run by Caddo Parish employees; however, someone from the provider will give direction). This provider will be given autonomy with the budget that the school already has. The only additional monies for the District will be the contract fee. Mrs. Bell asked if the provider can provide a different curriculum than Common Core? Mr. Ford stated that everything in the contract will be approved by the superintendent and the provider selected must follow the State and Federal laws in Louisiana. Mrs. Bell asked that everyone make note of this because she sees that the provider can select their own curriculum. She also expressed her concern that the providers can come in and select their own staff, and because Teach for America teachers will be used, Caddo's certified teachers will be moved from their positions since the new provider will be the one helping pick the new staff. While she understands the concept that some of the schools staff may need to change, she urged them to remember that Caddo does have some good qualified, certified teachers. Mr. Abrams stated that they are saying the schools will be reconstituted and everyone will reapply for positions. Also, if the Board selects Option 2, which is his recommendation, the leader (principal selected by the Superintendent) is still a Caddo employee and the principal will select his/her staff. Mrs. Bell asked if activities, i.e. football, will remain in place, and Mr. Abrams and Mr. Ford confirmed that these schools will remain Caddo schools and the principal, a Caddo employee, will make the decisions for that school.

Mrs. Armstrong asked if we are dictated as to how these schools are reconstituted, i.e. if Fair Park returns to 9-12, can Midway be reconstituted as a middle school for the middle school students currently at Fair Park? Mr. Abrams stated his understanding is that when staff originally submitted their plan it included some movement of students and changes in grade configurations. The RSD responded they would like to keep the students intact and in the same type program so when changes are made, they could determine the strategies that work for them rather than just moving students around. He noted Midway did have a separate proposal, but it was not accepted by the RSD, because they want to use schools in their current configuration and see if the strategies implemented work. Mrs. Armstrong asked where will the current Fair Park

middle school students relocate to, and Mr. Abrams responded that he does not have that proposal. Mrs. Armstrong also stated that the State recently made changes in the rules as it relates to School Performance Scores (all schools must make 50), and she asked if we have any guarantee that the State will not make changes again? Mr. Abrams said there is no guarantee, and he was happy when he saw 50, which is the contract he is following. Mrs. Armstrong referenced some of the schools receiving bonus points that boosted them up considerably. Mr. Abrams further stated that it is obvious to him that the State Department and the RSD are not considering a change at this time, but only put a number in.

Ms. Priest asked Mr. Ford about the possible creation of a Choice district, because Caddo is already a Choice district. Mr. Ford stated that he misspoke not realizing that Caddo already offered Choice. Referencing the school-based budgeting, Ms. Priest asked if this is also applicable in Option 2? Mr. Abrams responded that when looking at the overall plan, it will be the recommendation to continue to support this program in Caddo Parish. Talking about the six areas in Option 2, i.e. data-driven instruction; she asked if the District will be involved with a service provider. Mr. Ford indicated this is only an example of what can happen and it is the principal that is in charge of the contract and the money spent. Understanding the need to vacate and reconstitute these four schools, she asked if the CPSB will approve or be responsible for the fall out of those individuals not picked back up by the school. She also asked if those not selected will be placed? Mr. Abrams responded that some will be placed back at the school in which they were located at the beginning when schools were vacated. Ms. Priest stated that Option 1 (management organization) or Option (service provider), who will develop the tools for evaluating the effectiveness of either organization. Mr. Ford said because the contract will be a district contract, it will be the responsibility of the local District.

Mr. Riall asked for clarification of the difference between a management organization and a service provider? Mr. Ford said it can be a charter provider or a service provider. Mr. Riall also asked about the different categories that each will work in and how they are different? Mr. Abrams responded that the management organization actually runs the school and the organization hires the principal. Under a service provider, the School District (Superintendent) determines the principal. Mr. Riall stated it is evident that what is taking place in these four schools is not working and the District has already vacated and people reapplied for their positions once before; so he asked if there are any safeguards if these schools are reconstituted, new staff, will the job get done. Mr. Abrams responded that the Board will depend upon the Superintendent to make it happen.

Mr. Pierson asked why does Linear have to close for two years? Mr. Abrams explained that this is an RSD decision and it cannot come back to Caddo Parish for two years because when the RSD took control of Linear, they must maintain control for five years before returning it to the District. Mr. Ford added that the proposal submitted by Caddo for Linear was approved, but the District took this off the table. Mr. Pierson stated his concern is the building being vacated for two years and the possible vandalism that could take place. Mr. Abrams reminded the Board that the agreement states the building may be used for other purposes prior to reopening as a school, and the response was Caddo would accept the building back into the Parish's schools and would maintain the facility.

Ms. Trammel expressed her appreciation for the reconfiguration of the grades at Woodlawn and Fair Park. Ms. Trammel also inquired about the possible provider and if this provider, if selected, would be for use districtwide? Mr. Abrams responded the provider would be used however the Board decides. Ms. Trammel asked about prior use of incentives in reconfiguration of schools and if this is something that will be used. Mr. Abrams said this would be up to the Board to decide, prorating the incentives, etc. Regarding the 50 points, Ms. Trammel asked if the District would be working with the current data or will the RSD/State Department be changing it. Mr. Ford said they have put this number in and no matter what other changes may

be made, the number will be consistent. Mr. Ford also stated that the State believes that when a certain group of schools consistently struggle to meet the bar, then something may need to be done differently at the Central Office level, and is why they recommend providing capacity and support at the Central Office to support those schools.

Mr. Rachal asked if the State has conducted any pre-negotiation pricing with the service providers; and if not, why? Mr. Ford responded they have not, and Mr. Rachal said he believes the State could possibly put out an RFP and maybe get some lower costs for the Districts. Mr. Ford added they did not want to mandate which providers Districts must use, but he can take the Board's feedback to the State relative to handling this similar to other vendors and State contracts. Mr. Rachal stated that the Caddo District is already paying the State and has been fortunate that it will receive some of the money back; however he does not believe Caddo should pay the State any money to manage a contract and recommended to the Board that it doesn't. Mr. Abrams said there is no management fee. Mr. Rachal stated that he remembers with the old MOUs there was a fee the District had to pay the State, and he wants to make certain there will be no fees paid to the State. Mr. Abrams explained there is no fee to the State and the District will actually receive a 2% fee for managing the charter schools. Mr. Rachal stated he has an issue with a comment on page three and he believes Caddo needs the option with Linear on whether or not we reopen it or not and not be forced to open a school. Mr. Abrams explained that if Caddo decides by February 1, 2014 that it does not want to submit a proposal, then the whole deal (relative to Linear) goes away. Mr. Rachal stated his belief that we are going down the same path as before, and the Board is not given the opportunity to look at our budgets; and because we have many facilities and all the children are not being provided what they need in their communities, it may be that we do need to close a facility and make it a school that has everything the children in that community need. Mr. Abrams said he believes the option is pretty clear and is what staff presented (closure of one school), and the State Department came back and stated Caddo needed to fix the other schools or they would take them. This proposal is the compromise proposal. Mr. Ford also stated that he feels if the District had the capacity to do this, it would have made these changes 10 years ago, and is why the State is providing the support to help the District close the gap.

Mr. Ramsey asked staff to explain the Core Curriculum, and Mrs. Woodard explained that the Common Core initiative began a couple of years ago and work began behind the scenes to get the curriculum materials rolled out as approved and developed by experts at the National level. She said in Caddo we are working to align those standards to the materials we have available to train teachers and get them where they need to be so they can move students forward. Mrs. Woodard also explained that in the past the staff has worked with external providers and the most successful was probably the University of Virginia where a group went as a leadership team to train working with School Turnaround and five schools were at the University of Virginia. At this time, she reported there was approximately 2-3 Caddo people still left in the area (possibly in different areas), and most of the schools that worked with the University of Virginia in the School Turnaround Program came out of Academically Unacceptable Schools; however during this time the administrators who trained in the process left the District. When Caddo began talking with Mr. Ford about the process of Turnaround and what we will do with these schools, staff began researching Nationwide Effective Turnaround Program and what has worked in Louisiana. She said this is how they came up with Jefferson Parish and Mass Insight, for schools on the verge of takeover and Jefferson Parish turned all around with the exception of maybe two. When talking about external providers, Mrs. Woodard stated that is a comprehensive model of turnaround and professional development for everyone. She also noted that they recognize the professional development and support of professional development is probably Caddo's weakest point at this time.

Miss Green asked Mr. Abrams how long Linear has been with the RSD? Mr. Abrams said it has been three years. Miss Green asked about the likelihood of this actually happening? Mr.

Abrams said this is the Board's decision. Miss Green asked if she understands correctly that if she votes for the proposed plan that Newton Smith will close? Mr. Abrams said that is correct. Miss Green asked if the Board does not approve the plan will the schools stay as they are? Mr. Abrams said the State can then recommend to the BESE what they wish to see happen. Miss Green stated she does not understand why her school is being sacrificed and the others remain open. Mr. Abrams said BESE can do whatever they wish with these schools and he does not see this as a sacrifice because Caddo staff recommended the closure of Newton Smith because they do not feel they needed the 6th grade academy. Miss Green asked Mr. Abrams to again explain this to her so that she has clarity, i.e. if the plan is turned down, the State could possibly take all these schools, and Mr. Abrams said that is correct to a degree. Miss Green stated that her concern that her district is always targeted. Miss Green asked if it is closed what will be done with this building, when will there be a plan for Newton Smith? Dr. Robinson shared that a meeting was held today with principals being affected to discuss the proposed plan and noted the continued conversation among staff to determine. Being in touch with the members of the MLK community and the administrators for that area, she believes the proposed plan allows staff the time to determine the use for Newton Smith. She added the principals for that area desire to see how the populations will be impacted by moving the 6th grade into the building. At a later time, Dr. Robinson added it is possible for different grade configurations to be considered (K-2 and 3-5), but will have to be approved by the RSD. Miss Green asked when will there be a plan for these schools? Mr. Ramsey said the contract states February of 2014.

Mr. Hooks asked if we will lose any MFP money? Mr. Abrams responded we will not because the MFP is based on the number of students in Caddo. Mr. Ford stated his agreement.

Mrs. Crawford asked if when providing the providers will they provide any type of social services for these schools? Mr. Abrams said that will be something for the summit meeting next Tuesday. Mr. Ford responded that the providers identified do not provide those type of services; however, they do provide direction and support to the District on how to provide these services and how to address the specific needs. Mrs. Crawford asked about the open enrollment for Fair Park, Woodlawn with the Career Center and she asked if there are no district lines there. Mr. Abrams responded that they maintain District lines; however, they are also allowed to accept other students from across the parish. Mrs. Crawford asked if students will come out of these schools with college credits? Dr. Robinson affirmed that we will not take anything away from any of the schools. Mrs. Crawford stated that one of the things about Teach for America that she questions is what makes them better than the certified, qualified teachers that Caddo already has in place. Mr. Ford stated that it is recommended in the contract that there are alternative, and stated that they do not have to come from Teach for America, but there needs to be additional persons in a pool to select from. Mr. Abrams added that we did not negotiate that language, but it was included in the beginning and did not require that we use alternative certification. Mrs. Crawford stated that if teachers do not have an education degree or they are not teaching in a core subject, what makes them better in any school teaching subjects such as English? Mr. Ford stated he does not believe there's a need to enter into a philosophical debate about which is the better teacher. Mrs. Crawford stated that she is not attempting to enter into a philosophical debate, but only to find one quality that the State is looking for in these teachers so that Caddo can look for that quality also. Mr. Ford again stated that he believes these questions are for the Superintendent or Human Resources, and not something that the State is interested in telling the District how they should do it.

Mrs. Armstrong asked Dr. Robinson about the proposal to model the career paths at Woodlawn and Fair Park after Caddo Career and asked if the students coming to these schools from across the parish to enroll in these career paths will be transported back to their home schools? Dr. Robinson stated the model proposed would mean the students would be on the Woodlawn and Fair Park campuses all day. Mrs. Armstrong asked if this plan is approved will Caddo assume ownership and maintenance of the Linear property? Mr. Abrams said we already own it. Mrs.

Armstrong asked about the ability to use Linear for anything but for a school, and Mr. Abrams said that is the way he understands it. Mrs. Armstrong asked if, prior to the two years being up, the Board proposes revamping this school, will the RSD consider the District moving back into this facility and making it an active facility? Mr. Ford said absolutely and they encourage the District to place a school there in 2014-15. Mr. Abrams interjected that the reason why is because when this happens, the school will still be under the RSD and the proposal as submitted asks us to restructure with a Third Party and see how well Caddo does. If Caddo does not do very well, there is a chance we will not get the school back. Mr. Ford explained that it would fall under the category as all the other options. Mrs. Armstrong stated her concern that a facility would sit vacant for two years, and because we repurposed Bethune for Oak Park in less than a year, she believes we should do the same thing at Linear. Mr. Abrams said they cannot do that until the five years is up. Mrs. Armstrong stated she differs with him because the State changes the rules every time the wind blows, and she believes they could change this one time to help our school district. Mr. Abrams again stated the difference is it would set precedence in the State of returning a school back to a District in less than the five years, so they will not do it. She also noted when New Orleans met their benchmarks and did everything they needed to do, the State did not return those schools to Orleans Parish. Mr. Ford said the laws did change and the schools did have the ability to select to return to Orleans Parish and none have selected to do so.

Ms. Trammel asked if the law changed and the school asked to be returned to their District, what happens if none select to return to their home District? Mr. Abrams explained that the law did change and a new law in the last Legislative Session allows parents to vote to return to the District at any time, as long as there is not a charter provider already providing services. Ms. Trammel stated that she only wants to make sure she understands that this proposal is still a draft and we still have the opportunity to come up with a plan that works even if we make a facility a premier school and present it to the State Department. She asked if the final plan will be one the Board approves; and Dr. Robinson said it can be one, but the idea is that the District presents a collaborative plan, which is an agreement between Caddo and the RSD.

Mr. Riall asked Mr. Ford if Linear Leadership Academy was a charter school when it was originally taken by the State, and then the charter school did not work and the RSD took it back over? He also asked whose decision was it to close Linear Leadership Academy. Mr. Ford said it was a collective decision. Mr. Riall asked Mr. Ford how long has Linear been under the RSD, and Mr. Ford responded two years. Mr. Riall asked Mr. Ford how much has Linear improved in those two years, and Mr. Ford responded not very much. Mr. Riall stated it is true that these schools have not improved as was expected; and while we know that every educator wants students to learn, he believes it is obvious that there is a same failure as was seen in Caddo. Mr. Ford agreed that possibly the decisions made for these students over the past two years may not have been the best decisions for that particular population of students.

Mrs. Bell asked Mr. Ford who operates Linear at this time, and Mr. Ford advised the Recovery School District. She asked if they are doing so without a Third Party Provider, and he said they run it the same as Caddo runs its District. Mrs. Bell asked if it is correct that Linwood is under a management operation, and Mr. Ford stated Linwood is a charter school and they are operated by a charter management organization (CMO). Mrs. Bell asked if she understands correctly that Linwood and Linear are without management, but if Caddo chooses Option 2, we must have a management organization or service provider. Mr. Abrams said that is correct. Mrs. Bell requested to know each service provider that will be brought for Caddo's consideration, if they are housed in Louisiana, do they use the curriculum the State requires, the list of schools in Louisiana that they manage or managed, how many Teach for America teachers are in those schools, and will there be a supervisor to oversee these teachers. Mr. Ford again clarified it is a District decision whether or not it uses Teach for America.

Miss Green asked Dr. Robinson if she understands the proposed plan correctly and two schools in her district will be shut down? Dr. Robinson stated she understands Miss Green is looking at the fact that two schools in her district will be shut down; however, Linear is a middle school campus that is definitely needed in that community, and in this plan there is an option to restructure Linear and use it again. She reiterated it will not happen immediately, but Caddo will have the option to reopen and use it. Dr. Robinson also reminded everyone that the RSD did not have to talk to us, but could have just pulled Newton Smith; however, the compromise is we will close it but with intentions of reopening it depending on how the population in that community is impacted by the transfers. Miss Green asked again if she is correct that she is looking at two schools that will be shut down in her district, and Dr. Robinson said that is correct, but not long-term.

Mr. Ramsey encouraged Board members to pen or email additional questions to Dr. Robinson for answers prior to the meeting on the 19th.

CONSENT AGENDA

Mr. Ramsey announced that Items 6.02, 8.01-8.04 are the consent agenda items. *Mr. Pierson moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the November 19, 2013 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Mr. Paul Davenport, with Try God for He Loves You, shared a proposal for saving Caddo schools and how he believes this plan can help our students by addressing eight points. He provided Board members with copies of his CD highlighting this plan and eight points.

Jackie Lansdale, Red River United, encouraged the Board to focus on what we do right (K-8s, magnets, preK, TAP, professional development), and do more of it, as well as look at some things that have proven to improve academic achievement and bring to the District. She also encouraged the Board to go to the public and see what they want and to look at what Teach for America teachers will cost the District.

Mr. Ramsey again expressed appreciation to the staff for the hard work to get us to this point and he recognized Dr. Goree who was in the meeting.

Adjournment. *Mr. Pierson moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:55 p.m.*

November 21, 2013

The Caddo Parish School Board (CPSB) **Audit Committee** met on Thursday, November 21, 2013, at 2:30 p.m. in the boardroom of the CPSB offices, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Steve Riall, Charlotte Crawley, Ginger Armstrong, Curtis Hooks, Barry Rachal, ex officios Carl Pierson and Larry Ramsey. Also in attendance were Dottie Bell, Jasmine Green, Reginald Abrams, Jeff Howard, Jim Lee, and Allison May. Mr. Hooks led the invocation.

Accounts Payable Followup. Jeff Howard shared an update on implementation of recommendations in the Accounts Payable audit. Relative to the issue of employees being overpaid, *it was the Committee's consensus that the Human Resources Department needs to decide how to handle this.* Jeff Howard will work with HR to come up with a way to handle incidents of employees being overpaid.

Mr. Howard also reported that regarding recommendations relative to cell phones, these have not been addressed because cell phones have been turned over to the IT Department.

After discussion, *Mr. Rachal moved, seconded by Mrs. Armstrong, to recommend to the Board that each recommendation in the Accounts Payable follow up audit be approved and that the Superintendent be asked to give a status report by the end of January, 2014. Vote on the motion carried.*

Purchasing Department Followup. Mr. Howard shared an update on implementation of recommendations in the Purchasing audit. After discussion, Mr. Rachal stated that a 22-month lag time in addressing the recommendations of the audit is unacceptable and *he moved, seconded by Mrs. Armstrong, that this be turned over to the Superintendent to get a direct response regarding the changes made and have a response by January 31, 2014. Vote on the motion carried.*

Future Followups. Future follow-ups on previous audits will be Transportation, Energy Management, and Maintenance. Also, a follow-up meeting on SunGard will be scheduled following the holidays.

Future Audits. Future audits will include Child Nutrition Programs, Construction, Special Education, Academics, Human Resources, and Technology. *Mr. Rachal moved, seconded by Mrs. Armstrong, that the next audit be the Human Resources Department.*

There being no additional business, *Mrs. Armstrong moved, seconded by Mr. Hooks, to adjourn and the meeting adjourned at approximately 3:45 p.m.*

November 21, 2013

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Thursday, November 21, 2013 with President Larry Ramsey presiding and the following school board members present being a quorum: Steve Riall, Jasmine Green, Carl Pierson, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Mary Nash Robinson, and Reginald Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

Mr. Ramsey announced that the purpose of today's meeting is to discuss items for consideration at the December Board meeting, i.e. staffing formula so principals will know how to begin planning for the 14-15 school year, a revision to the Board's travel budget to add needed funds for the remainder of this year to allow Board attendance at the Louisiana School Boards Association annual meeting and the National School Boards Association Conference. Ms. Priest asked for clarification since the two items mentioned are two different budgets. Mr. Ramsey clarified the Board's travel will actually be a revision to the 2013-14 budget. Ms. Priest asked if the new superintendent is aware of the presentation being made, and Mr. Ramsey said he is.

Mr. Riall asked if, relative to Board travel, it is possible for Board members to get required hours without attending the State convention? Mr. Abrams responded he believes so, and Mr. Ramsey indicated there are trailblazers held in Shreveport and the ethics training can be done online.

Jim Lee, Chief Financial Officer, stated this is the first meeting on the 2014-15 budget and staff will sharing with the Board preliminary information on what is known at this time relative to items that will affect next year's budget. He said the District will have the normal increased costs relative to retirement, health care, employee step increases, and additional costs for restructuring the AU schools; and staff is also estimating the areas for reduced spending and increased revenues, i.e. savings from retooling Newton Smith, revenue from the students who were attending Linear and are returning to Caddo, and some increase in property tax revenue.

Mr. Lee highlighted the projections of approximately \$2 million in the retirement expenditure, which is actually lower than in years past because the Teachers' Retirement System is proposing an increase from 27.2% to 28%. LSE retirement is proposing to increase from 32.7% to 35.4%. Relative to health care cost increase, staff is projecting approximately \$6 million, and he reminded them that mandatory enrollment goes into effect in 2014. Mr. Lee stated that staff anticipates at least one new charter school next year; and if it is a Type 1, approximately \$5 million will be passed on to them in MFP dollars. If it is a Type 5 Charter, he reported the \$5 million reduction in MFP will still apply. Cost for step increases for employees is approximately \$2 million per year and the cost for restructuring the AU schools is estimated to be in the neighborhood of \$4 million each year for the next two years. At this time, staff is working on grants for some of these expenditures; however, staff must plan at this time for the full amount needed if the grants are not received. In summary, Mr. Lee noted that, at this time, the District is looking at approximately \$18 million in additional expenses for next year.

Mr. Lee reported that increased revenue could be approximately \$1.3 million for the Linear students returning to Caddo, that closing Newton Smith could mean approximately \$100,000 in savings, an estimated increase in property tax revenue is about \$3 million, returning to seven-period day at the high schools could mean a savings of approximately \$3 million, teacher M&S is approximately \$300,000, for a total savings of approximately \$8 million, which means there is still work to be done to balance the approximate \$18 million in additional expenses. He also reminded the Board that until school starts next year, we will not accurately know how many students from Caddo might attend the new charter(s) and is why the \$5 million is only an estimate. Mr. Lee also stated that we currently do not know what the 2014-15 MFP will be

because the State usually does not notify the District until February. He also reported that he did not include the 2.75% increase in MFP.

Mr. Lee presented the following timeline relative to the 2014-15 budget and issues/items needed: (1) Board's decision relative to high school staffing (if the Board chooses to return to a seven-period day), (2) Board member non-negotiables, i.e. teacher M&S; (3) budget requests from schools; (4) identify additional revenue and reductions; (5) additional budget work sessions; and (6) adoption of 2014-15 budget in the April-June timeframe.

Mr. Rachal asked for the following information relative to the restructuring of the AU schools: how many students we currently serve at each of the AU schools and how the \$4 million will be allocated to those schools. He also asked if any assurance has been received relative to the grant dollars we might receive from the State, and Dr. Robinson responded staff has applied for one grant in the amount of \$200,000; and we believe, via conversation with the State, that Louisiana Believes has monies available, and we will be seriously considered. Mr. Lee added he doesn't believe these grants will be approved before March. Mr. Rachal asked if the State is working as an advocate for us to receive these grant funds, and Dr. Robinson said yes, per conversation with them. Mr. Rachal said he would like to have this in writing. Dr. Robinson added approximately 6,000 students attend the AU schools (which is 12% of the current Caddo student population).

Mrs. Armstrong asked about returning to the seven-period day and the steps that need to be taken to make this change across the district? Mr. Lowder explained that the current staffing formula is based on the AB Block Schedule, and the formula for the seven-period day would change so that the student teacher ratio would be 24:1. Mrs. Armstrong stated that Southwood has not been on a different calendar for a number of years and asked if this is for all high schools or will Southwood return to the original block schedule? Mr. Lowder responded that is a Board decision; however, at this time, staff is looking at all high schools going to a seven-period day.

Mr. Riall asked about the \$4 million for restructuring the AU schools and if it includes the cost of the service providers, and Mr. Lee responded that is what the cost is for. Mr. Riall asked if we know at this time which ones we will use? Mr. Lee said it is only an estimated guess. Mr. Riall asked if a staffing formula change is anticipated across the board for all grades? Mr. Lee said that is a Board decision; and at this time, he has only factored in the high schools.

Miss Green asked about the General Fund Page 2 and its apparent dedication to District 2, as she sees Linear and Newton Smith and the proposed savings of \$100,000. Mr. Lee agreed and that is because of savings in maintenance costs, etc. Miss Green asked about his comment "some employees", and Mr. Lee responded he is referencing employee savings as a result of retirement or placement in a position vacated because of someone retiring.

Ms. Trammel asked if there is any way we can control the proposed increases in retirement. Mr. Lee said we cannot and the large factor is the unfunded liability, similar to the District's OPEB retirement account. Ms. Trammel also asked about the 7th and 8th grade students that will be moving from the high schools and where they will be moved? Mr. Lee said they will be moving to existing middle school configurations, and Dr. Robinson explained that the proposed plans indicate making Lakeshore a 7th and 8th grade center for Fair Park and that the 7th and 8th graders at Woodlawn Leadership Academy will move to the Caddo Middle Career & Technology Center, all which is initial discussions.

Mr. Hooks asked when will the Board know who the service providers will be? Dr. Robinson responded that transition team meetings are scheduled immediately upon Dr. Goree's arrival in the District; the State has recommended two or three options, Caddo has the opportunity to look at the services provided and what service providers Caddo will use. Relative to 7th and 8th graders, Mr. Hooks asked if the students must have a C average and a good behavior record to

attend Caddo Middle Career & Technology Center? If the 7th and 8th graders do not have these qualifications, where will they attend school? Dr. Robinson responded they will attend the other middle schools in the area. Regarding Lakeshore, Mr. Hooks asked if Lakeshore will be a K-8, and Dr. Robinson responded that is not correct, but the plan would be to convert Lakeshore to a 7th and 8th grade center (moving the current student population to J S Clark and some to Queensborough). With Mr. Hooks questioning if there is available space at J S Clark for these students, Steve White explained that the building capacity is approximately 1,200 and the current population is less than 600 at this time. Mr. Hooks asked if AU students will be placed with other AU students? Dr. Robinson shared specifics of the Lakeshore move and Lakeshore is an AU3 school, and if these students are moved to J S Clark, an academically performing program, there will be an academic challenge to the administrative team at Clark, but it will be important to put the supports in place to allow these issues to be addressed.

Mr. Abrams stated the Board voted at its last meeting to approve a plan and an RFP for service providers was a part of the plan. This process will afford the opportunity for service providers to come in and be evaluated by staff who will make a recommendation to the Board and the Board will make the final decision (in January). Mr. Abrams added it is his understanding that Lakeshore will not change under the plan but will remain an elementary school.

Mrs. Bell asked Mr. Lee if we will save money if the 8th graders at Fair Park were moved to the 9th grade and the 5th graders stayed at their current school and moved up to 6th grade. If so, she sees that the only students needing addressed are the 7th graders, as well as the 7th graders at Woodlawn. Mrs. Bell asked if it is possible to open a school for the 7th graders and still save money. Mr. Lee stated there will still be 7th and 8th graders to address. Mrs. Bell stated that she talked with Patrick Dobard prior to the meeting and asked if the District will receive any financial help, and Mr. Dobard told her that the two management teams must negotiate and someone can write a grant. She also asked staff to provide her with a list of non-negotiables other than personnel and people, i.e. energy (cut off the lights). Mrs. Bell also commented on the possibility of another charter school in Caddo and will staff look at the charter applications, and Mr. Lee responded staff has looked at the charter applications. Mrs. Bell asked when will these come to the Board for consideration. Dr. Robinson responded there are six applicants currently in the review process and Board members will have the opportunity to meet each one individually prior to the Board's consideration on the December agenda. She explained the review is now in the hands of the third-party reviewer, Kim Williams, and those persons will be informed as to any additional information being required before coming to the Board. Mrs. Bell noted it has been reported that no one (charter) met their numbers and asked Mr. Lee if a lot of students in the charter schools are returning to the district, because she would like to know how much money the District will receive back. Mr. Lee responded that the District does not control the money for Linwood and Linear and the State sends the money directly to them, and we will not get the money back until the numbers are adjusted mid-year and/or the following year. Mrs. Bell asked staff to provide her with information on how many students will come back and how much money the District will receive. Mr. Lee said it began with approximately 610 students and the last count was down to 540.

Regarding the Homeless students, Mr. Lee said the District has a Federal grant. Mrs. Bell asked what does this money do for the homeless, and Mr. Lee responded that he will get with Mrs. Parker and Ms. Walker to get an answer to this request.

Ms. Priest asked what needs to happen so the District does not get the "cart before the horse," i.e. look at the attendance zones, because she believes each one will impact the other. Ms. Priest also asked that the Board receive by department, with the exception of school based, positions that we currently fund, along with a description of what those positions do and how they impact the District. Regarding healthcare and the 1,900 employees that are currently not receiving services from Caddo's insurance plan, she said we would not want to offer these the best option.

Mr. Lee responded that since the Board has already approved the insurance renewals, it will be the following year before anything new can be considered. Regarding non-negotiables for her, Ms. Priest stated for her it is support in the classroom.

Mr. Pierson stated that last year when developing a budget, the Board did so by developing a budget bigger than what we intended to spend, and asked when will the District know the savings from last year's budget? Mr. Lee said it will be after the Holidays because we are not complete with November which is only five months into this year; however, he knows it is getting tighter each year. Mr. Pierson stated he knows we need to be careful how we allocate students and not just move them from one place to another so as District lines are built and decisions made as to what is done with groups of students, we know we don't want to send students from Queensborough to J S Clark unless they were zoned into BTW, and we only want to do what offers each child the best education possible wherever they are.

Mr. Rachal, referencing the new charter, asked Mr. Lee how many students will there be, which facility, and what will the grade alignment be for the school. Dr. Robinson stated it will possibly be an elementary school with a population of 400-600 students. Mr. Rachal asked if staff is using a \$10,000 amount, and Mr. Lee responded they (Magnolia) receives approximately \$9,700 per student. Mr. Rachal asked if the proposed charters are looking at any specific facility and Mr. Lee responded that he understands none wanted to use any of Caddo's facilities. Relative to the 1.75 increase of the total budget will go to healthcare and retirement, he asked what is it currently costing the District in the budget. Mr. Lee stated he did not know the exact number but will get it. Mr. Rachal asked about the high school staffing and the need to make a determination in December and Mr. Ramsey confirmed that is correct. Mr. Rachal asked if the staff and Superintendent's recommendation is to go to a seven-period day? Dr. Robinson referenced conversations with Dr. Goree on the proposed plan, including seven-period day with a planning period; and at that conversation Dr. Goree was in agreement with staff. Mr. Rachal stated that while the budget is a good budget, increased costs have not allowed the District to keep the AB Block schedule. Mr. Rachal also asked for an updated budget report indicating exactly where we are in the budget year, and Mr. Lee explained this should be available prior to the meeting on December 17th.

Mr. Riall asked if the new charters asked about using an existing facility or building a new school? Dr. Robinson responded they have not made any commitment to staff relative to a facility where they will be housed. Mr. Riall referenced the agreement with the RSD and asked if some of the reconfigured AU schools will have open enrollment and if so, what will be the impact on transportation? Mr. Riall asked how much money is available or does the District get through grants? Mr. Lee said between \$60 and \$70 million.

Mrs. Bell asked how much MFP money Caddo receives. Mr. Lee said the base amount is \$3855, and with a little extra for special education students, the average is about \$5000 per student. She also asked how much MFP money Magnolia charter receives. Mr. Lee said approximately \$9700 dollars. Mr. Abrams clarified that Magnolia is a Caddo Parish School System charter school. Mrs. Bell stated she does not understand why the amounts are different? Mr. Lee responded they receive more money because they not only receive the average MFP dollars, but the State allocates an amount per student for the local property and sales tax dollars.

Ms. Trammel asked Dr. Robinson why the 6th graders can't be left at the current elementary schools in which they are enrolled and then move to a 7th grade center. Dr. Robinson responded that is another option, and with nothing concrete at this time, it will be necessary for staff to determine all the specifics. Ms. Trammel asked if we can request additional money from the State Department since they generally take money from the District. Mr. Abrams explained that the Recovery School District is a district just like Caddo and is under the State Department. He further stated that discussions included questions about available money for funding this

agreement and the response was money would be allocated and Caddo could receive money if they applied for grants. However, the State Department considers this initiative as those things that need to be done for Caddo, and are not a part of the agreement. Ms. Trammel asked if the District has applied for these grants, and Mr. Abrams responded that when the District does RFPs for the service providers, what will be done with the money is a part of the grant. Ms. Trammel asked who is the grant writer, and Dr. Robinson stated that for the grant Caddo has applied, Kathy Gallant is the author, and this grant was written to fund administrative leadership training to begin in January.

Mr. Rachal stated that the MFP from the State follows the student, and the State has also said the local revenue funds follow the student; and because the State cannot take local revenue, they reduce what is sent to the District. Mr. Rachal also asked who regulates the amount of funds being placed in retirement. Mr. Lee responded that each retirement system has a board. Mr. Rachal asked who gives these retirement boards the authority to continue to raise the percentage district pay. Mr. Lee stated the State Constitution allows it. Mr. Rachal asked if he understands correctly that the State Legislators could let these boards know that what they are doing is crippling the education districts? Mr. Lee said that could possibly be the case, but at the same time, there is a fine line since districts must have sufficient funds to cover employees when they retire, and these increases assure there is ample funds to cover all a district's retirees for life, and rather than it being passed on to the employees, additional costs are passed on to the employer.

Mr. Abrams added there is litigation associated with the retirement system and who should have been paying the funds, and we are a participant in that litigation. He further explained the way the legislation was originally written, the State was to pay that portion, but they have not and put it on the districts. The bad side is the money isn't there, and we do not want to end up like California, as an example, where people have retired and they can't get paid anything since the systems are broke. According to Mr. Hammonds, who is representing the Louisiana districts, they ruled against the districts and are now saying that a part of the MFP funding districts receive also includes a portion for retirement, and this time there is an appeal to this.

Mrs. Armstrong stated that one of her concerns is money for equipment in classrooms, i.e. computers, and asked who monitors schools and how their equipment is being used or if the equipment is being used; because she understands some equipment has not been taken out of the box, which is a waste of funds. She feels if one school is not using the equipment, it should be placed at a school that needs the equipment. Dr. Robinson responded that the monitoring begins with the principals, school directors and the Information Technology Department. She also added if there is equipment still in boxes, this is an accountability issue that needs to be addressed with the principal.

Ms. Priest stated that another method of cost saving is cross training, which is something she has brought forth for a number of years. She said cross training across the district, from Central Office personnel to school-based personnel, is a good potential for saving funds, i.e. substitutes where a large amount is spent. She again stated this is something that needs to be implemented and it needs to be implemented in this budget process.

Mr. Ramsey reiterated the need to look at the high school staffing in December so, for the first time since he has been on the board, principals will know the staffing method and can begin working on their master schedules for the 14-15 school year. He stated he will add an item to the December agenda to address the Board travel issue and asked Mr. Lee to provide the necessary backup information for the Board's consideration. Also, he announced the RSD advised Mr. Abrams it is not necessary to make a presentation to BESE on December 3rd, so he is moving the Executive Committee Work Session back to December 3rd. There will also be additional information on the budget available at the work session and additional work sessions scheduled.

There being no additional questions/comments, the budget session adjourned at approximately 5:25 p.m.

December 3, 2013

The Caddo Parish School Board (**CPSB**) **Executive Committee** met in regular session on Tuesday, December 3, 2013, at 4:30 p.m. in the boardroom, 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and Carl Pierson present constituting a quorum. Bonita Crawford was out of town. Additional Board members in attendance were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Ginger Armstrong and Dottie Bell. Dr. Lamar Goree, superintendent, and Reginald W. Abrams, legal counsel, were also in attendance. Carl Pierson led the invocation and Pledge of Allegiance.

PRESENTATIONS

Dr. Goree announced today's presentation scheduled will be rescheduled for January 7, 2014.

President Ramsey recognized and thanked Dr. Mary Nash Robinson for her service as interim superintendent and Dr. Robinson expressed her appreciation for the opportunity to serve the District in this capacity and acknowledged the Caddo team for their hard work and assistance during this interim time.

ESTABLISH THE AGENDA FOR THE DECEMBER 17, 2013 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the December 17, 2013 CPSB meeting and the following discussion ensued.

VISA Sponsorships/CODIFIL Teachers. Mr. Rachal asked if the expenditure will be approximately \$60,000 to cover the visas. Dr. Robinson responded that at this time staff does not have a tally of the total cost to host Visa extensions for the Codifil teachers, but she shared a list of teachers that have visas and those who do not. Mr. Rachal asked if some are actually sponsored through the Louisiana Department of Education, and Dr. Robinson explained that all of them are directed to Caddo through the Louisiana Department of Education based on the District's needs for foreign language teachers. Mr. Rachal asked if he understands correctly that they are directed to us via the State Department; however, the District must pay the costs involved. Dr. Robinson said that is correct because these teachers work for Caddo, they establish relationships and teach and address student needs, and principals are recommending they stay and continue what they are doing. Mr. Abrams asked if the legal fee is approximately \$3,000 per teacher, plus associated fees of approximately \$500, and Dr. Robinson responded that is correct and staff looks at each individual teacher to determine what they need in the process. Mr. Rachal asked if he understands correctly that at this time it is unsure exactly what is needed relative to the 15 teachers listed. Dr. Robinson responded that is correct and further explained that Caddo has approved and paid for those on the list with an asterisk beside their name, thus it will be for the seven without an asterisk beside their name.

Mr. Abrams stated that the ones with the asterisk have begun the green card process; however, this does not mean that every expense associated with these is complete and there could possibly be a portion of legal fees that need collecting. Mr. Rachal asked if what remains could not be done inhouse? Mr. Abrams explained that is the cost of the lawyer doing what needs done, and this is actually a lot less than the cost for the Filipino teachers. Mr. Abrams also explained that the J1 Visa process is different than the H1B Visas, and these are not in the District necessarily because of a shortage (as was the case with the Filipino teachers), and they are asking Caddo to sponsor them so they can become permanent residents.

Proposed Revision to CPSB Policy GCA (Staffing). Dr. Goree clarified that this will be planning for staffing in the Fall of 2014; and 8.03 addresses making the change mid-term of this

school year. Mr. Ramsey further clarified that this item is proposed revision to Policy GCA (Staffing) for the 2014-15 school year.

Mrs. Crawley asked if this means we will actually lower the pupil teacher ratio in a lot of these areas? Dr. Goree explained there was a staggered scale based on the size of the school and we will look to lowering that to a standard 1:24 ratio. Mrs. Crawley further asked about grades K1-3 and will we try to lower this also. Mr. Lowder explained that the policy revisions only address grades 9-12. Mrs. Crawley asked why is staff using these numbers, and Mr. Lowder stated the ratio listed is the currently used ratio and the only thing being deleted is block scheduling. Dr. Goree explained this is an average and not a cap. Mrs. Crawley stated there once was a cap for K1 at 22 and it was removed last year. Mr. Lowder further added that staff brings this at this time for the Board's approval so high schools can begin working on their staffing for the next school year.

Mr. Rachal asked Dr. Goree about staffing, required instructional minutes, and the possibility of extending the day. Dr. Goree reported that today staff looked at the start and end times of the schools; and anytime consideration is given to changing a schedule (AB to 7-period day), you reduce the amount of time a student is in a classroom, so staff is looking at how to best optimize the time, working with Transportation and other affected departments.

Ms. Priest shared her confusion because it appears that staffing decisions are being made prior to Board action to eliminate the AB Block and implement the 7-period day, which was only discussed at the recent budget work session. Dr. Goree responded the assumption was, based on the proposed staffing model, that a decision has been made; and this staffing ratio, if the proposed revision to GCA is approved, would do away with the AB Block and implement the 7-period day. While she said she understands, she asked is this not premature? Mr. Ramsey explained that when the budget session was held, it was clear that in moving forward there are issues that need addressed; and the Board asked staff to share with the Board areas that could be cut, and one of the items was going to a 7-period day in the high schools, which requires a staffing formula change. Ms. Priest said that was only an initial work session to look at options and she believes the Board is now taking action on something that has not been approved by the Board. Mr. Ramsey further explained that at that budget work session, he stated if that is an option the Board wishes to implement, it needed to be on the December 17th agenda so principals will know how they will be staffing their schools next school year. If needed, he will be glad to call additional budget sessions prior to December 17th. Dr. Goree asked if he understands that Ms. Priest is looking for an agenda item that addresses going from the AB Block schedule to a 7-period day followed by the proposed revisions in Policy GCA, and Ms. Priest responded that is correct. Dr. Goree announced that both of these can be combined into one agenda item.

Mr. Ramsey announced the item will be changed to read "proposed revision to CPSB Policy GCA and approval of 7-period day."

Mrs. Armstrong asked if anything was changed as to elementary and K8 enrichment areas, because this change a number of years ago was to leave enrichment teachers out of the staffing formula so every school has art, music and P.E. (despite the size of the school), and she does not note this on the policy. Dr. Robinson responded that is correct and is how schools are being staffed.

Mr. Rachal asked Jim Lee how much this change will impact the budget, and Mr. Lee responded it will save the District approximately \$3 million. Mr. Rachal asked for verification that it was reported in the budget session that even with this saving of \$3 million, the District will still need to find \$6 to \$7 million in cuts in other ways. Mr. Lee affirmed this statement and added he believes the Board is wise to address this early and be able to move forward.

Mrs. Crawley asked if we anticipate laying off any teachers or will it be taken care of through attrition in order to see a savings of \$3 million? Dr. Goree responded there is no anticipation of laying off teachers at this time, and staff is looking to absorb this through attrition and balancing the programs across the District and staffing ratio. Mrs. Crawley asked how many teachers represent the \$3 million, and Mr. Lee responded it represents approximately 45 positions.

Mrs. Armstrong asked if a change in the staffing policy will be made prior to Board action, and Dr. Goree responded there will be a change made.

Implementation of Seven Period Day Beginning Second Semester of 2013-14 School Year.

Mr. Hooks stated that having served as a teacher, a planning period is welcomed; and he believes if we can save money, a decision needs to be made to implement the seven period day at mid-term, and asked staff to explain how much savings the District would see if doing so. Dr. Goree clarified that if implementing at mid-term, this will lessen the attrition issue since not as many teachers leave/retire at mid-term as do at the end of the school year. Mr. Lee echoed Dr. Goree's comments and if implementing a mid term, the savings would be approximately \$1.5 million. Mr. Hooks also asked about Mrs. Crawley's request on how many substitutes and non-certified teachers does Caddo have in the classroom? Mr. Lee said you will also not see as much savings because when you put a certified teacher in a position previously occupied by a sub, you are only saving the sub's pay. Mr. Hooks stated he knows for a fact that policies and rules are being violated when teachers at some schools are not receiving the 225 minutes of planning provided for in the policy, and asked why we continue to do the same thing over and over when it could be stopped in January? Dr. Goree stated his understanding that while this may not be a perfect situation, we are within the confines of the law in providing planning time for our teachers; and he encouraged Board members to make him aware of any school that may not be following the law for planning time. He also stated when making a schedule change, there are implications that will come along with those changes; and one of the biggest concerns will be the opportunity students had to take eight classes on an AB Block schedule; but changing the schedule to a seven-period day reduces the opportunities to seven classes. Mr. Hooks stated there are many students not benefiting from the AB Block. Dr. Goree further stated that if you change the schedule mid-term, students would lose ½ a credit which will affect some students graduating, as well as destroy programs. Mr. Hooks stated students will not lose any credits, and Dr. Goree said he agrees that there is no loss of credit, but while the seat time is the same, they are still only gaining 7 credits versus 8 credits. Dr. Goree further stated that to change the schedule now will lead to major changes in rescheduling all high school students within a month timeframe. Knowing that anything the Board does will affect someone, Mr. Hooks said he only wants to make sure no one is being riffed. Dr. Goree stated his understanding; however, he wished to clarify that the savings will not be near the \$1.5 million.

Mr. Hooks asked staff about the difference in amounts for the Block schedule (\$4 million and \$5 million). Dr. Goree stated that even in stating a savings of approximately \$3 million, this would happen in a perfect situation. Mr. Lee responded that the current modified block this school year cost the district approximately \$3 million more than a seven-period day. Last year when the District was on the full Block schedule, it cost the District an additional \$7 million over a seven-period day. Dr. Goree stated that staff acknowledges the modified Block is what's causing problems with the planning time, and staff is working to make the change at a very strategic time and minimize the effect on the community, and staff believes that time is next school year.

Staff was asked to provide a report to the Board on how many high school students will not be able to graduate if the schedule is changed mid-term?

Mr. Riall shared his reservations about this, because the Board has talked about money and teachers, but not about the kids and how they will be affected by making this change mid year. He asked what guarantee is there for budget savings by making the change mid-term? Dr. Goree

said there is no guaranteed savings; and in the best case scenario, if there were 45 teachers that chose to retire this month, we would save approximately \$1.5 million of the \$3 million anticipated if implemented next school year. Mr. Riall asked why are we in such a hurry if there is not guaranteed budget savings? Dr. Goree responded that staff is addressing the agenda item as it is written and this is not staff's recommendation.

Ms. Trammel also stated her concern for the seniors if the change is made mid-year and noted last summer's discussions about the AB block versus the seven-period day and the planning times for teachers; which she believes if the Board moves forward with approving the seven-period day, it will allow staff the time to work out the schedules versus trying to implement it at mid-term. Dr. Goree added that staff also discussed today in staff meeting how we can be more consistent, because part of the problem came when implementing the modified schedule and some schools had the freedom to be creative and find ways to provide more planning opportunities.

Miss Green concurred with Dr. Goree's statement that some schools had the freedom to be creative with planning times and others did not, which is something she challenged the staff to address. She asked if the 7-12 schools were considered in the seven-period day? Dr. Goree explained that even in the change, it will be possible in all the high schools to operate on two different schedules because they currently are operating on two different schedules. He also agreed and stated that staff is planning on some "non-negotiables" and that would be teachers must have a certain amount of planning time, and he is not aware of any situations prior to his arrival where principals were not allowed to make some modifications and changes. Miss Green stated maybe this is something that can be put into place for all schools and make principals responsible that all teachers have planning periods.

Mrs. Bell asked how do we know that 45 high school teachers will retire? Dr. Goree responded we do not know that 45 high school teachers will retire, so the savings would be minimal. Noting that the AB Block offers students eight classes and the seven-period day offers seven classes, Mrs. Bell asked if we will be cheating students out of classes they are already scheduled in for the second semester; and Dr. Goree responded that is true, because meetings were held with parents and classes were selected based on their children having the opportunity to earn eight classes in the Fall and eight in the Spring, so any change will affect them. Mrs. Bell asked if we change at mid-term, what will happen to the remaining .5 credit? Dr. Goree explained it would become a "dangling" credit, because every student would be giving up one class and would lose the second half of that class. Mrs. Bell stated her support of the change for the next school year, but not mid-term. She also asked if it is correct we have more teachers in the AB Block than we would have in the seven-period day, and what will we do with the excess teachers if they do not retire and they are not certified in subject areas needed? Dr. Goree responded it is a puzzle and sometimes it does not work out the first year; but usually by the second year, you catch up through attrition numbers. Dr. Robinson concurred with Dr. Goree's response and it is not an exact science and staff does what it can to absorb and reassign persons; but those you can't, and they are under a contract, will be overages on the campuses and will be paid for their services. Mrs. Bell asked if that is the case and if the Board approved converting to the seven-period day at mid-term, does this mean the 45 teachers will not go home, but they will remain and will be paid, and if so, what money will the District be saving? Mr. Lee said that is correct and the only savings would be minimal if they do not retire and you are able to place them in a class that is possibly being manned by a substitute. Mrs. Bell encouraged the Board to ask if we want to cheat the students out of their credits or lose some employees rather than wait one more semester before implementing the seven-period day.

Mrs. Crawley asked if the change is implemented mid-term, will those students who do not graduate be those who repeatedly failed various classes because under the current schedule, students should have more credits than are needed to graduate. Dr. Goree stated that in a perfect

world, many of the students will be ahead; however, in an urban school district, there are some challenges and there are probably more in credit trouble than we realize. He further stated that his concern is that staff has communicated to the parents of these students the opportunities available to them outside the school day, i.e. virtual classes, that they could take advantage of. Mrs. Crawley asked about other options proposed by staff, because she is aware of grievances filed at the start of school because of problems principals at Huntington, Captain Shreve, Woodlawn and Northwood were having scheduling the required planning times. Dr. Goree stated he believes the charge to staff was to stay within the legal limits of the law relative in providing planning time; and when the decision was made to go to the modified block, it meant teachers would lose planning time and it was o.k. as long as the schools met the minimal requirement. Mrs. Crawley stated she doesn't believe that was the nature of the grievances, but the grievance was that we are not providing the 225 minutes in policy. Because a Board member is submitting a drastic proposal, Mrs. Crawley said she would like to see a lesser proposal that guarantees each teacher will have the minimum, legal planning time, and she asked Dr. Goree if he will follow up and confirm that Board policy is being followed. Dr. Goree responded that beginning tomorrow staff will begin assuring that all high schools are meeting the requirements as set forth by the law and encouraged anyone on the Board that might be aware of any school not doing so to contact him so he can follow up. He added that staff will also provide the Board a list of possible options for addressing this issue in the Spring and hopefully minimize some of the concerns. Mrs. Crawley added that in discussion of what is best for students, she believes students do better when they have a well-planned teacher.

Mr. Rachal said he believes Mr. Hooks' item is about planning time and asked Mr. Hooks if he is willing to place an item on the Superintendent's Report that specifically addresses the planning period, which means it is on the agenda and can be moved to an action item if needed. This will offer the Superintendent and staff the opportunity to address the issue where it is happening and bring options to resolve it to the Board. Mr. Hooks said he will consult with the Board attorney and asked how many high schools benefitted from the AB Block schedule last year and how many schools' performance scores improved. Mr. Hooks also asked if the teachers still be charged 15 minutes before school and 15 minutes after school to make up their planning time? Dr. Goree responded he does not know; however, he will look into it, and if staff has addressed it and the schools are still within the confines of the law, yes it will continue. Mr. Abrams explained that when the motion to implement the current policy was passed, this was discussed, and the State Statute requires 225 minutes if the money is appropriated; and at this time the State's position is that the money has not been appropriated. He said he does not know of any other district that has decided if they want to do this or not. Mr. Abrams further explained that the Board created by policy 225 minutes per week, and it did not have to do this, but did and requested the schools to do it, but this is not based on State Statute. Mr. Hooks said he does not want it said that what he is doing is not about students, because everything he is asking is about students since it is the teachers that must teach the students. Mr. Hooks asked how many students should a high school science teacher have in a classroom? Dr. Goree referred to staff and staff responded that the maximum number is 33 students. Mr. Hooks noted a class that has 40 students plus. Dr. Goree asked Mr. Hooks to let him know of these situations so he can make sure policy is being followed. Mr. Hooks asked Dr. Goree if he believes teachers are well prepared for their students when they do not have a planning time? Dr. Goree responded that all teachers have planning time, and while it may not be as much time as teachers would like to have in the current schedule, staff is committed to addressing this and addressing it strategically; and noted the number of teachers that are doing a phenomenal job with limited planning time.

Ms. Priest shared her concern about making this change in the middle of the school year, because the key is the impact it will have on students. She also stated her concern that the recommendation to implement mid-term did not come from staff and should because it is the Superintendent the Board holds accountable for the Academics in the District and that students are achieving. She stated her support of making a change for the 2014-15 school year which will

allow staff time to prepare and have a fully developed implementation plan. Dr. Goree stated that in changing the bell schedule, there is a big difference in a teacher going from teaching a subject matter over 90 minutes to teaching it over 50 to 55 minutes, thus the importance of a professional development component. He further stated that there is no way staff can reschedule the students and provide teachers with the amount of professional development for them to be successful.

Ms. Trammel shared that as a 5th grade student at 81st Elementary she remembers a creed the teacher kept on her desk that she lived by and it was a teacher will never make a lot of money, but a teacher will teach regardless of the situation, pay, if that is their chosen profession. Ms. Trammel stated she is on the side of the teacher; and while it would be great if everyone could get 45 minutes per day for planning, a lunch break, and good students, this is not going to happen. She asked if the Board could come to a common agreement to work this out with the author of the motion, and she believes by May everyone would be happy and it will be the children that will be first and foremost. Mr. Ramsey reminded the Board that when the Board meets on Dec. 17th, this item has been thoroughly discussed and there will be no need to discuss it further. Mr. Rachal yielded his time to Mr. Hooks, who has been on the Board two times. Mr. Hooks stated that he believes his fight with this dog will lose, so he agreed to place it in the Superintendent's Report for the Superintendent to address the planning times in high schools and the implementation of Board policies that require 225 minutes per week for planning time.

Sale of Hamilton Terrace. Mr. Riall asked if this bid is at 85% of the appraised value, which is \$1,122,000, and staff responded that is correct. Mrs. Bell asked staff to verify what will be done with the money from the sale of Hamilton Terrace, and staff responded the money will go in the capital projects fund.

Mr. Hooks reminded the Board that a copy of the Ombudsman student report cards was forwarded to the them, and he brings this up because he does not believe we need to sell Hamilton Terrace because the District may need it for meeting the alternative students' needs. Mr. Ramsey reminded Mr. Hooks that the sale of Hamilton Terrace has been approved and the agenda item is staff's recommendation to rebid the sale at 85% of the appraised value.

Mrs. Crawley asked the superintendent if a letter was received from the Highland Restoration Association requesting a packet of information and has staff responded. Mr. Woolfolk explained that staff did respond to that letter explaining to them how to access the bid for the facility because we no longer send out the packets.

Mrs. Trammel stated that having worked in the system for many years, if we pulled the report cards from Hamilton Terrace, the grades would be similar to those of the children that attended, so this is not a true comparison.

Audit Committee Recommendations. Mr. Riall stated that the Audit Committee met numerous times and at the last meeting voted to recommend to the Board approval to implement the recommendations of the Accounts Payable and Purchasing follow-ups, and to amend the order of departmental audits previously set by the Board to require that the Human Resources Department is the next department to be audited.

Revision to Board Travel Budget. Mr. Lee shared with the Board that as directed by the Board President during the recent budget work session, the Board only has approximately \$1,800 remaining in its travel account with Board members still wanting to attend the Louisiana School Boards Association Annual Meeting and the National School Boards Association Annual Conference. As a result of staff looking at these expenditures, it is recommended that \$15,000 be added to the Board's travel budget.

Mr. Rachal asked if he could receive a detailed cost of how much was spent and for what from this year's budget. He would also decline from attending the LSBA annual conference if the local Board can determine how he can earn the required hours without having to travel to the annual conference; can the Board's attorney provide this. Mr. Abrams explained that the LSBA already conducts Trailblazers throughout the year, and the school system can set up its own training session by submitting to LSBA for approval an agenda for such a session. Mr. Rachal stated that he does not need to attend the annual convention if it is possible for him to get his required hours locally. Mr. Ramsey stated he could not guarantee that, but it is something that could be looked into.

Miss Green said she believes the advantage of attending the LSBA Convention is Board members can attain all their required hours at one time and not have to travel to numerous conferences to get all the required hours. She asked Mr. Ramsey if Caddo paid for Board members to travel to New Orleans to look at five charters, and Mr. Ramsey said it did come out of Board travel. Miss Green asked how many Board members traveled to New Orleans and Mr. Ramsey responded four. Miss Green asked how many of the four Board members who traveled are affected by the charters, and Mr. Ramsey said they all are affected. Miss Green restated her question and Mr. Ramsey stated every Board member has a responsibility for every school in the parish. Miss Green again asked how many Board members' districts, of those that traveled to New Orleans, were affected? Again, Mr. Ramsey said all of them, directly or indirectly; and the point is if the Board travels any in the first part of 2014, the Board's travel budget must be addressed, and that is the agenda item. Miss Green stated that she brings up because only one of the Board members who traveled to New Orleans had a district that was affected, and she believes this is money that could have been saved. Mr. Ramsey explained that the RSD requested a number of Board members to attend and Caddo did just that.

Mr. Riall asked what is the Board's travel budget for the year? Mr. Ramsey stated that it was \$40,000, which was less than it previously was, and he is only recommending adding \$15,000 so each Board member can get the hours required by the State Legislature and the law. Mr. Riall asked how much does it cost for a Board member to attend the state convention? Dr. Goree responded that staff can provide this information for Board members. Mr. Riall stated he believes that however it is set up, that each Board member should be allotted ample budget to attend the State convention. Mr. Ramsey referred this request to Finance to provide a breakout of the cost for each Board member to attend the State convention.

Mrs. Crawley asked should the agenda item be to address attendance at LSBA Convention only, since this is the basic conference which allows Board members to get their required hours? Mr. Ramsey also stated there are four Board members requesting to attend the National School Boards Conference, and the backup does not include any to attend the Southern Region in June.

Ms. Trammel stated she hopes it is possible to find the needed funds to attend these conferences, because it does help everyone when attending these conferences.

Mr. Hooks asked how much money has the Board saved on travel since stating it would cut back? Mr. Ramsey answered that the Board cut the travel budget from \$51,148 in 2011-12 to \$40,000 in 2013-14, and Mr. Lee stated that in 2010-11 the actual cost was \$71,000, so when adding the \$15,000 for the 2013-14 school year budget, this is still approximately \$16,000 less.

Ms. Priest reminded the Board about mandatory hours (2) for districts with unacceptable schools, Mr. Abrams explained that these two required hours are included in the total six hours required.

Mrs. Armstrong said she is grateful this is finally coming to a head and asked if we approve the \$15,000, will the Board approve capping the registration to attend the NSBA conference at only the four who have registered. Mr. Ramsey said that is correct. Mrs. Armstrong stated her

agreement, but also asked Board members to remember the conference is in New Orleans this year, and encouraged the Board to only look at the LSBA and NSBA conferences at this time.

Mr. Riall asked if he did not understand correctly that everything relative to this item and discussion was assigned to the Finance Committee; and if so, why is the discussion continuing? Mr. Ramsey said that is correct.

Mr. Rachal asked for details as to where the money has been spent to date and for a breakdown of the \$15,000 for LSBA and NSBA.

Mr. Pierson asked how many hours are required, and Ms. Priest stated it is 6 hours plus the 2 hours for Board members whose districts have AU schools. Mr. Pierson stated that while Board members can learn from talking with Board members from other districts across the country, he believes he is hearing if we get can get the required hours at LSBA, then there is no need to attend any other conferences. Mr. Abrams clarified the total is 6 hours and 2 of those must be specific to districts that have AU schools.

Review/Recommendations/Approval of Charter School Applications. President Ramsey announced there will be a special called meeting on Monday, December 16th for the purpose of conducting public hearings for the charter school applications. Dr. Mary Nash-Robinson, chief of staff, reported that she and Attorney Abrams have been in constant communication with Kim Williams, third party reviewer, and she has been in contact with the six charters and the spokespersons for them, and the public hearings will be held on December 16th from 3-5 p.m. At that time the spokespersons for the charter applications will share with the Board in a 10-minute presentation what they are proposing for each charter, followed by questions from the audience and very little input from the Board members. On December 17th, the Board will take action on the proposed charters.

Mrs. Bell asked Dr. Robinson if she understands the Board will not be able to ask questions. Dr. Goree explained that in the design of the agenda, each applicant will have 10 minutes to present their platform, followed by questions from the audience, and the design is not for the Board to ask questions following each presentation. Dr. Robinson clarified that in her conversations with Mrs. Williams, she stated that questions from the Board should be limited, and Dr. Robinson responded to her that she did not believe that would work. Mr. Abrams explained there will be a public hearing on the 16th, which is required by law, and following the 10-minute presentations by each group, the audience may make comments (3 minutes), and if the Board has questions, they should be asked of Mrs. Williams who will gather the questions and give them to the providers who will answer them overnight and the responses provided to the Board. When the Board meets on Tuesday, if there are additional questions, they could be asked at that time. He further reported that these applications have been reviewed with each provider and there were some issues with several who were to provide additional information, i.e. finance, location of buildings, etc. Mrs. Bell stated that she does not believe in giving pre-questions to anyone so they can answer and turn in their answers, so she will be asking her questions, and asked when will Board members receive information on the charters. Mr. Abrams responded the charter applications are available in the Superintendent's Office for review. Mrs. Bell said she needs to get a copy to read and be prepared to ask her questions. Dr. Goree announced if any Board member would like a copy, to please contact Debbie.

Mr. Ramsey asked if the staff will have a recommendation for the Board on the 17th? Mr. Abrams responded it will be a recommendation from the Third Party Consultant because that is who the Board hired to assist in the process, as required by the State, even though the Board does not have to accept the recommendation.

Mr. Riall asked how many, if any, charter schools does the CPSB have to approve? Mr. Abrams responded that it is at the Board's discretion and it does not have to approve any charter. However, if the Board denies an application, the applicant can go forward for approval from BESE. He further explained that the Board can approve one with a contingency to do certain things. Mr. Riall asked if he understands correctly that these are all for new schools and not to take any of Caddo's schools, and Mr. Abrams said that is correct.

Mr. Rachal asked that the applications be scanned and emailed to him. He also stated that he thought it was up to staff to review these applications and determine if they met qualifications; and any concerns relative to legalities would be addressed to the Board. He asked if we are expecting a recommendation from the staff? Mr. Abrams explained that the Statute requires Caddo to use a Third Party Reviewer and staff will make a recommendation with the Third Party Reviewer. Dr. Goree said it is his understanding that when the recommendation comes from the Third Party Reviewer, the staff would field the recommendation to the Board.

Mrs. Crawley asked if she understands correctly that the Third Party Reviewer will make a recommendation, and she will not have the answers to Board members' questions until Tuesday morning, the day the Board will vote. Mr. Abrams explained she will have a recommendation prior to the Board meeting, and he was explaining the process to follow with 12 persons wanting to ask questions of six applicants. Mrs. Crawley asked how can she ask questions if she does not have the applications, and Mr. Abrams again stated they are in the Superintendent's Office for review. Mrs. Crawley stated her desire to see the summary from our staff reviews, and Mr. Abrams responded that is available. She also questioned not having everything at the work session and can the Board vote on it since it is not available today. Dr. Goree added that staff will make the information available to all Board members, and Mrs. Crawley reiterated she does not necessarily want copies of the applications, but she would like to see staff's review and input. Mr. Abrams stated that the Board cannot claim it does not have backup information, because it is available for review in the Superintendent's Office; and relative to the recommendation, the Board members will have the recommendation prior to the meeting on Monday, December 16th, and it is only one small piece of information the Board will be asked to take action on. While Mr. Abrams indicated he would have preferred having the information for today's meeting, this did not happen, because the intent was to have the recommendation from the Third Party Reviewer long before today. Mrs. Crawley asked did she not have a deadline to follow? Mr. Abrams responded that the Board needs to remember that charter boards were to get the information back and her team worked to compile the information and come up with a recommendation. Mrs. Crawley asked if the timeline was submitted to the School Board, and Dr. Robinson said she did not have that at her finger tips; however, the State Department set a deadline for which we have to communicate with the charter applicants (prior to the Christmas break). Mrs. Crawley stated that she would like to have a copy of the Third Party Reviewer's timeline.

Mr. Hooks asked if he is correct when he asks "Do we really have a say so in reviewing, recommending and approving any charter school?" Mr. Abrams said absolutely and each applicant went through an interview process with an appointed group of staff members and the information that came from the interview process is being reviewed by the Third Party Reviewer and will be a part of the recommendation as to whether or not the applicants meet the mission of the charter school law. If the Board goes through this and determines the charters do not meet the requirements, and the Third Party Reviewer agrees, then they are charged with convincing BESE otherwise. He said some charter applications are very tight and others are not and need to provide additional information. Mr. Hooks asked if he understands correctly that even if the board votes to deny an application, it can be taken directly to BESE who can override that decision. Mr. Abrams said that is correct, and you can also have a good application that the Reviewer reports is a good application, but BESE can possibly override and make it a BESE charter.

Mr. Hooks asked if he correctly observed that Charter Schools USA is the same group that holds Magnolia Charter, and Mr. Abrams said that is correct for the 2015-16 school year. Mr. Hooks asked how much say so does the Board have with Magnolia. Mr. Abrams stated the Board has all the say so on Magnolia. Mr. Hooks stated his disagreement and cautioned everyone that if we are not careful, everything will be charter schools.

Ms. Priest asked if, in addition to coming in and reviewing the application packets, staff will provide a rubric on each of the applications indicating whether or not the applications meet minimum standards, i.e. financing, Board qualifications, etc. Mr. Abrams responded that he assumes Mrs. Williams used a rubric and the District hired the Third Party Reviewer to do this. Dr. Robinson responded that the State did provide the District with a rubric, which is a checklist that is approximately 2.5 pages and the various departments assessed their areas, which means the staff's rubrics include handwritten notes.

Miss Green asked Mr. Abrams to explain the difference between these charter (applications) and Magnolia Charter? Mr. Abrams responded they are totally different and highlighted what each desires to do. Miss Green asked if it will be the same in that it will be under the Board's control? Mr. Abrams stated that the CPSB will issue a charter, which is a contract, relative to what they will do with their school, based upon their application. He added they must also meet certain requirements as set by the CPSB in the contract as well as meet the same standards as the Caddo Parish Public School System. Miss Green asked about the Third Party Reviewer hired by Caddo and how much are we paying her? Mr. Abrams explained that the Board voted to pay a Third Party Reviewer and it is approximately \$7,500. Miss Green asked Dr. Goree about looking at all the applications and referenced the last time having a staff member sitting at the table to explain the applications and asked if this will be available for Board members? Dr. Goree responded there are some staff members that were a part of the process and would be glad to schedule time for small groups of Board members to meet with staff and discuss this. Dr. Goree said he doesn't believe it will take a day to do so, because he will ask staff to provide a summary of each application which can make the most efficient use of each one's time. He asked that he be allowed to noon on Wednesday for staff to pull together the proposal.

Mrs. Bell stated her agreement with holding small group meetings and she would hope the Third Party Reviewer would be in attendance to answer her questions. Mrs. Bell also asked about receiving a report from the Magnolia Charter School so the Board will know about how the school is doing. Mr. Abrams explained the timeframe for reports from Magnolia is after the first nine weeks; and because Mr. Lee receives information from Magnolia on a daily basis (they also are a part of JPAM), we do know a lot about them. He further stated that if the school is not a Caddo Parish school, but is a school under BESE, nothing will come through Caddo and the school would have to comply with every requirement put in the charter. If they do not comply, then the Board has a reason not to renew their charter application, which is big when they are currently operating in a new building they built. Mrs. Bell again stated she thought they would report following the 1st semester and she would like to see the report along with the academic card. Mr. Ramsey explained this is separate from the agenda item and he will add under requests for staff to provide the requested information to the Board.

Mr. Riall stated that when Magnolia was approved, the Board knew it was supported by the local economy; and it appears two of the charters are locally supported. Mr. Abrams responded that some of them are local, and he believes two of the schools proposed are made up of a regional Board. Mr. Riall asked what will happen if the Board approves a charter and they go out of business, what will happen with the building, are there any stipulations? Mr. Abrams said most of the organizations do not own their buildings, and we have no rights over those buildings. He further stated that most of them do not own their building, but a contractor does, so if the facility becomes empty, the contractor will be looking at how to fill it.

Mr. Hooks asked if Magnolia was supposed to give us some information, what is the use of CPSB making policy and if those policies are not being followed? Mr. Ramsey responded they have followed Board policy.

Revision to 2013-14 Pupil Progression Plan. Mr. Rachal asked for clarification in the recommendation to revise the PPP for grades 6th through 8th, because it presently reads the principal shall recommend to the school building level committee for consideration the promotion of a student who failed one of the required courses; and Academic Affairs proposed to add the following statement – “or has failed the first semester, but has subsequently demonstrated proficiency in the content through Course letter grades.” Mr. Rachal stated that it appears they do not have the option of saying no. Keith Burton stated that while it currently reads that they shall recommend to the SBLC for consideration and the rationale is that at the middle school level, and this is the first year that middle school students are on a semester grading system, it has been discovered in the Pupil Progression Plan that if a student is failing both of the required courses (English or Math), then regardless of what a student makes on the Leap or iLeap test, or regardless of that student’s grades during the second semester, that student would fail for the year. Staff is attempting to save the student at the mid-term by saying if you are able to show proficiency (by scoring Basic or above on the Leap or iLeap test or scoring with the letter grades), then the principal can send to the SBLC the possibility that consideration is given for this student to promote to the next grade. Mr. Rachal stated the wording “they shall” recommend is confusing to him, because the principal must recommend to the committee that they are promoted; and he questions if this is something we want to do, and Mr. Burton stated it is. Mr. Rachal asked if the principal’s recommendation is always to move forward, and Mr. Burton responded that is correct. Mr. Burton asked if he understands Mr. Rachal’s concern is with the way it is currently written and not what staff is asking, and Mr. Rachal agreed; and Mr. Burton stated if Mr. Rachal wished for an addendum to further explain, that is something staff can do. Mr. Rachal stated he is interpreting it that the principal will take these students and recommend that these students are promoted. Mr. Burton further stated that it has been this way in policy for many years; however, staff can relook and make the desired change. He also further clarified that based on what policy says, the principal will send it to a committee, then it is the committee (and the principal is a part of that committee) that decides whether or not a student can promote. Dr. Goree clarified that Mr. Rachal is correct in the way it is written, but it shall be sent to the committee for consideration and the outcome is the committee’s decision. Staff is looking to add an additional clause at the end to address the schedule change at the middle school. Mr. Burton restated the proposed revision/wording with the addendum at the end, and Dr. Goree said we are taking what is currently in the policy and adding something at the end that will ensure all principals are recommending those students to the committee for consideration for promotion.

Approval of Board’s Participation in Class Action Lawsuit. Mr. Abrams explained that information came to the Board from LSBA where a lawsuit was filed by Brian Blackwell for St. John the Baptist Parish vs. the State of Louisiana, saying that the State did not properly approve the 2.75% growth factor of MFP, and he further explained that what he is saying is the Supreme Court declared that the MFP was improperly done by the Legislature and the Legislature should have gone back to the 2011-12 MFP formula that included the 2.75 growth formula. The Legislature gave the 2.75% but they could not put it in the MFP formula because the deadline to do so for this year had passed, so it was distributed as a salary supplement. It was also done with the understanding that they would try to approve a 2.75% for the upcoming year. Mr. Blackwell said if this one was unconstitutional, then the last valid was the 2011-12 MFP formula that included the growth formula, so they should have given the 2.75% increase and is why the lawsuit was filed. Initially, Mr. Abrams stated that LSBA was against it and part of it was attorney fees would be paid from this through a class action. Since, Bobby Hammonds has signed on with Brian Blackwell as co-counsel, everything appears to be o.k. even though the

chances of recovery are slim to none, because the Legislature will still have to approve the 2.75%. Mr. Abrams said he doesn't believe the District has anything to lose, it will not have to pay any up-front attorney fees, and if the 2.75% is received, that is great; however, he reminded them there is the chance the Legislature may not like it because of already doing the 2.75%. He reported he will complete the proposed resolution with the appropriate names, etc. for the Board's consideration on Dec. 17th.

Ms. Priest asked if she understands correctly that it will not cost the District any money to join in this class action suit; and Mr. Abrams responded that is correct. Ms. Priest said she believes that's what is important for the Board to understand; and since we are members of the State Association and Caddo pays the largest portion (approximately \$26,000) in the State, the dues goes toward supporting things of this nature. Even though we did not join in the lawsuit previously filed by the attorney representing LSBA, we knew the money was there and would not be paying for an additional lawyer.

Mr. Riall asked Mr. Abrams if he understands correctly that the Legislature might not be happy about parishes joining together in this class action suit since they did give the districts the 2.75% in a supplement? Mr. Abrams said it is his understanding that when the budget was passed last year, they approved the 2.75% as a supplement, which is the same amount as the MFP growth money, and they would work with school boards to make sure school boards received the 2.75% in the MFP allotment; and if that is the case, a lawsuit has been filed asking for the money again for the same year.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA

President Ramsey announced that Items 6.02, 8.01-8.07 and 8.09-8.11 are the consent agenda. *Mr. Pierson moved, seconded by Mr. Ramsey, to approve the proposed agenda and consent agenda for the December 17, 2013 CPSB meeting. Vote on the motion carried unanimously.*

Miss Green announced that she was approached by a group called Girls on the Run asking for the Board's approval to go into the schools and talk to the girls; and she believes this is an outstanding program and would like to add an item to the agenda for the Board's consideration. President Ramsey said it would have been better if the item had been presented prior to the executive committee voting to set the agenda. Miss Green stated she does not understand, because items such as this have been brought to the Board in the past and a request made to add it to the agenda. He asked Miss Green about the timeline for this request and what the program consists of. Dr. Goree asked Miss Green to provide staff with the information and it is possible that the request does not need to be an agenda item.

POLL AUDIENCE

Deena Lockman, Caddo Magnet High School teacher, shared her concern relative to the lack of appropriate planning time and that she cannot plan and do what is needed without her students suffering by not having the opportunity of lab work.

Patricia Salcup, Caddo Magnet High School Biology teacher, read a statement from Ruby Blackwell, an AP Biology, AP Environmental Science, and Honors Biology, regarding the lack of appropriate planning time and how her students are suffering because there is not enough time for her to prepare. So as not to severely short change her students, Ms. Blackwell stated she must pick and choose the lab experiences her students will be exposed to. If rigor is valued in the classroom, no decision should be made that will hurt students who have made a choice to take the most rigorous of classes. Ms. Salcup stated that while she too teaches lab classes, she also understands how the students are affected when a teacher does not have ample planning time.

Steven Jenkins addressed the negative impact on student achievement because of less planning time, and his belief that lessons have been less effective as a result, as well as decrease in student morale, less time to tutor students after school, and a decrease in student academic performance. He added he believes the lessons he has planned only meet the minimal State requirements and are not giving the student the opportunity to learn at their fullest potential. Mr. Jenkins also asked the Board how successful it believes a teacher can be with an increased work load, but a decreased amount of time for completing the tasks assigned. He also noted a decrease in student morale and that research indicates people perform better with immediate feedback. He highlighted additional responsibilities and the lack of time to complete them, plus working a second job.

Virginia Marks, teacher at Caddo Magnet High, shared with the Board a chart explaining how her students have been hurt because of statements made about what she cares about. She said she is a qualified, certified teacher with a 4 on her evaluations; however, the lack of adequate planning is hurting her students. She also shared how discouraged the new, young teachers are and the difficulty they are having in coping with what is required of them each day. Ms. Marks stated that the Board increased the teachers' class load by one class and cut the planning time in half, and they are at the meeting tonight because they want to teach and help students be the best they can be.

Jodie Barnes addressed the Board on the seven-period day and the importance of planning periods being consistent in all schools across the parish. With the State continually giving districts unfunded mandates, and the savings to change to a seven-period day, he encouraged the Board to make sure that adequate planning times are provided teachers. He also noted the many opportunities the District offers students to get additional credits.

Jackie Lansdale, president of Red River United, addressed the Board on the process and it is odd to her the level of discussion on planning. She said any professional plans for what they do and the same is true for teachers; and when the change was made to the AB Block, she encouraged the Board to return to the seven-period day before a fiasco was created; and she is now encouraging the Board to fix it.

Pam Peters, preK teacher at Mooretown Elementary, stated that adequate planning time is also a concern for elementary teachers, especially since each year they have become more in depth which takes more time. While she understands that lesson planning is part of a teacher's job, what is required takes longer, but the planning time is the same. She also shared that she has taken a second job which does not give her the opportunity to stay after school and work on her plans, which means she must do it after her second job which takes away time from her children. Ms. Peters encouraged the Board to take the concerns shared by teachers today when making a decision.

Carol Pabst stated she predicted last March that teachers would have these problems. While she is lucky enough to be at a school that managed to preserve the teachers planning time, Ms. Pabst stated she still has 214 students and she can't imagine not having adequate planning time. She asked the Board to put themselves in the same situation and that they were only allowed a planning meeting every other month.

Katie Denton, Spanish teacher at Northwood High School and new to the District, addressed how her principal has managed the schedule to allow the teachers to get their full planning time by allowing teachers a 30-minute break from one of their regular classes. She stated her concern that on those days a sub (another teacher) comes in and relieves them for 30 minutes which takes away from the students' instructional time with their regular teacher (because someone is

covering her class that cannot speak Spanish). She shared that many new teachers are reconsidering choosing teaching as their career path.

Daryl Roberson, president of the Caddo Association of Educators, reminded the Board that at the October work session he reminded the Board that he stated time after time when policies and procedures are approved, the administration is charged with making them happen, oftentimes without any workable model that is fair to all. He also stated that when the Board approved the AB Block schedule, he knew this would happen--it will look different from building to building. He added teachers on the AB Block schedule know that it takes adequate planning to prepare for meaningful, rigorous instruction of their students. Teachers teach classes with students who have multiple learning styles, students who need individual attention, and the need to prepare for multiple activities and labs to make students' learning work. With the greatest impact being on student achievement, Mr. Roberson encouraged the Board, as the schedule is modified, to be sensitive to the fact that students are not losing instructional time, as well as the impact this will have on the District.

Adjournment. *Mr. Pierson moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 8:08 p.m.*

December 16, 2013

The Caddo Parish School Board (CPSB) met in special session on Monday, December 16, 2013, in its offices at 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Dottie Bell. Mrs. Armstrong was absent. Board member Carl Pierson led the prayer and Pledge of Allegiance

President Ramsey stated the purpose of today's meeting is to hold public hearings for the six charter applicants and announced the procedures to be followed will include each applicant has 7 minutes to provide an overview of their proposal, followed by comments from the public regarding the proposal (with each speaker being given up to three minutes), and the Board members can ask two questions of the consultant, Ms. Kimberly Williams. He reminded the Board that the time for questions is not a time for stories or dissertations.

Ms. Kimberly Williams, consultant with New Millennium Education, announced that the first public hearing is for Destined for Greatness University Academy (Project R.E.F.R.E.S.H.). There being no one present from Project R.E.F.R.E.S.H. to speak on behalf of the application, the public hearing for Project R.E.F.R.E.S.H. concluded.

Ms. Williams announced that the next public hearing will be on The Earth Planet Charter School (Saving the Planet by Going Green). Dr. Cheryl Lowing, president/executive director of Saving the Planet by Going Green, thanked the Board for the opportunity to share their program and explained their mission to provide an academic program that will generate stewards who respect the world. She explained it will provide an alternative that promotes sustainability and citizens for individualized project-based curriculum. She further added their mission will be to create an integrated learning experience that emphasizes sustainable living practices and an experimental approach to education that encourages hands-on learning in the community as well as in the classroom. This program is also designed to provide a culture rich atmosphere that celebrates the expansion of the world and taps into the creativity and uniqueness of each child with mutual respect. She shared projected class and school size that will serve grades K-2 during the 2014-15 school year with plans to add one grade each year until they have all 12 grades in the program. Dr. Lowing further explained their proposed academic program focuses on environmental sustainability, the foundation of the Earth planet, and is a research-based curriculum that uses the environment as an integrated context for learning. She highlighted some of the specific ways the program will be used to enhance reading, writing, math, Social Studies and science which will help improve student performance on standardized measures as well as help with discipline and classroom management problems. She noted that the school will focus on student achievement, stakeholder satisfaction, and project based performance tasks and assessments; and their academic gains will be based on benchmark tests. This school will have before and after school care, and Earth Planet will basically involve the students in the environment. She also shared the positive experience she has had in sharing with students in hands-on learning activities; and because everything is turning green, their mission will be to train students to enter into the STEM program and thus be exposed to other areas. She explained they will have a transportation vendor and will work closely with the Special Education population, and she shared her personal experiences with this program and the successes she has seen.

Jon Glover, citizen, asked if the demographic makeup will be only students of color? Ms. Williams explained that any questions should be directed to her and not to the public.

Ms. Priest asked about the percentage of Saving the World by Going Green budget that will go toward instruction? Ms. Williams explained the budget had several errors in it so they were unable to determine the percentages. Ms. Priest referenced the conversation relative to board and the

need for them to have capacity and asked Ms. Williams to elaborate on the training of the proposed board of directors. Ms. Williams stated only one Board member was present at the interview, so she cannot speak to the capacity.

Mrs. Bell asked about additional core subjects to be taught besides environmental science? Ms. Williams responded the application indicates all core subjects will be taught; however, there is no identified curriculum or pathway for students proceeding through the grades. Mrs. Bell also asked about the method used to meet the curriculum for the statewide test. Dr. Lowing responded basically they will use the Benchmark test, as well as the standardized test, to make sure the students are on course for each grade level.

Ms. Trammel asked if Dr. Lowing would be interested in considering this as a pilot program in one of Caddo's schools. Dr. Lowing asked would they still receive the funding for the program? Ms. Trammel stated she believes it is an excellent program, but believes it is one that might begin as a pilot program in a school to determine its success and possibly broaden it to other schools. Dr. Lowing added it would be something they are willing to consider.

Mrs. Crawford inquired about possible locations for the school, and Ms. Williams responded they have not solidified a location as of this date. Mrs. Crawford asked if the school will have the required equipment for the students to use, and Ms. Williams stated the application anticipates the purchase of equipment necessary for use at the facility and to make sure the operations are carried out as they should be. Mrs. Crawford also asked if the school will be a "green" school with the needed scientific equipment to teach this in the school. Ms. Williams responded Dr. Lowing currently has more than one green house and experience in working with this program. Deborah Johnson, friend and colleague of Dr. Lowing, spoke in support of Dr. Lowing's charter application.

There being no additional Board questions, the hearing for the Earth Planet Charter ended.

President Ramsey announced the next hearing will be for Shreveport Charter Foundation, and Dr. Phillip Rozeman announced that the Shreveport Charter Academy will have the same board of directors that governs the Magnolia School of Excellence and introduced members of the board. Dr. Rozeman explained that the key responsibilities for the Board of both schools is to accomplish the mission of making the right decisions relative to finances, to communicate with the public, and to pick an education management organization. He announced they selected Charter Schools USA because they have approximately 14-15 years experience, they have had great outcomes (more than 90% of their schools are A-B schools after three years), they are a SACS accredited organization, they have great parental satisfaction, network and involvement, they have 20 volunteer hours per family throughout the school year, great financial strengths, ended the year in the black allowing for bonuses for the teachers, a great accountability, they focus on individualized learning plans for every student, and special education is not an add on, but a part of the school. They offer tutoring free of charge, they focus on teacher quality and professional development, and offer a Common Core ready curriculum. He reported it is their plan to build another school with a similar startup as Magnolia School of Excellence with open enrollment and no tuition. The proposed school will begin as a K-6 school with approximately 600 students with grades seven and eight to be added over the next two years; and, at this time, the location has not yet been determined. Dr. Rozeman cited a statement from a Stanford University study that noted a common denominator of effective charter schools to be an organization around one guiding principle and that is the teacher student relationship. He said this is why they focus on individualized learning plans, character education, investment, tutoring, teacher quality, hiring, performance based bonuses and professional development. While he is not saying that charter schools are a silver bullet, he is saying charters do bring innovation and choice to the families in the community.

Stacey Edwards, Mom at Magnolia Charter, shared her positive experience and her child's success with the Magnolia Charter School and her support for another charter school. Wendy Vance, Magnolia Charter Mom, shared her positive experience with Magnolia Charter and her support for another charter school and for other children to have the same opportunities afforded her children.

Mrs. Bell asked if this school will focus on students at all levels, of special needs students, and what are some examples? Pam Barker stated they will start out with a full inclusion model, and as they grow, they will look for other opportunities. She explained that the concept is they will not actually know until the initial concept (the change) is implemented.

Ms. Priest noted pages 18 and 26 of an audit that talked about trial balances and several findings in the 2012 audit; and since Charter Schools USA is the governing body, she asked for clarifications on these findings. Ms. Williams said it may not have been in the application, but it could have been provided in the financial information. Ms. Priest also asked if the new application notes the new operational changes that would be implemented by Magnolia. Ms. Williams stated that, as proposed, the Shreveport Charter Academy operation will be identical to the operation of Magnolia School of Excellence, but they will operate as two separate schools. Ms. Williams stated that she will provide Ms. Priest's question to Charter Schools USA and if they cannot provide a response tonight they will be asked to do so by Tuesday.

Miss Green asked Ms. Williams if she understands correctly that transportation will not be provided. Ms. Williams confirmed that at this time the board does not intend to provide transportation.

Mrs. Crawford noted the loss of a number of students (Magnolia) since the start of school and if the numbers have been enough to affect the budget, will there be a way to keep this from happening at the newly proposed school? Dr. Rozeman responded there have been several additions and losses, and staff is working hard on the retention efforts. They will also intensify their efforts to recruit students for next school year. Mrs. Crawford noted the number of students pulled from her neighborhood to Magnolia and her awareness that many returned to the public school system, and she asked how this affected the program and services provided to the children. Dr. Rozeman said there were many in and out for a variety of reasons; however, staff frequently revisits the program and numbers and believes it will continue to be positive at the end of the school year despite the adjustments. Mrs. Crawford also asked how does Magnolia monitor the parents' 20 volunteer hours? Ms. Barker explained that parents sign in and an administrator whom they work with puts into the computer the hours worked by the parents. At this time, Ms. Barker added that 90% of the parents have exceeded their required 20 hours.

Ms. Trammel asked if there is an area in which they wish to locate this school? Ann Stokes responded that the Board has not talked about the location. Ms. Trammel asked if there is a preferred area, and Mrs. Stokes said when establishing Magnolia, they had the demographics of the city by zip code and will do the same thing with this proposed school before any final decision is made.

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Ms. Priest asked if the initial investment of \$1 million is from EdFutures and to further explain the need for an additional equity funding of \$½ million to \$1 million in ensuing years. Robert Williams, the CPA from California for Edfutures, stated he is familiar with the initial \$100,000, but not the \$1 million, and the \$100,000 will be provided by Edfutures through a loan. Ms. Priest restated the verbiage from the application that “the \$1 million will be used for”, and it appears to deal with the scale strategy, and Ms. Williams responded that is EdFutures’ scale strategy. Ms. Priest also asked about the “second round of EdFutures’ charters opening in 2015”. Ms. Williams explained that the \$1 million is a part of Edfutures scale, but it is not a million designated to LL Brandon Academy, but what they will invest in Louisiana the first year and \$1.5 million in subsequent years to grow as a CMO in Louisiana. Ms. Priest asked about the school’s technology planning committee, and Dr. Daniel explained that this committee will be developed from the Board to develop a technology plan.

Mrs. Crawford asked who will be the leader, and Ms. Williams responded that a school leader has not been determined as of this date; and based upon the application, the school leader will determine the other leaders in the school building.

Ms. Trammel asked about the members of the Board, and Ms. Williams introduced three of the seven Board members present.

There being no additional comments/questions, the hearing on LL Brandon Academy ended.

Ms. Williams introduced Pathways in Education for Caddo Parish as the sixth and final charter applicant, and their proposed alternative charter school to serve under-served, at-risk students. She further explained their proposal of going from one site, and based upon performance, to five sites. Bill Tome, deputy superintendent, Pathways in Education, shared with the Board their excitement in replicating an existing, successful charter alternative model in Caddo. For the past two years, Mr. Tome said they have pursued building community support in becoming a long-term multi-site, alternative charter high school in Shreveport. He explained that the target grades will be 9-12 at risk students who struggle in the traditional school environment. He said that Pathways has been a successful model for over 25 years and has been consistently renewed as a high performing charter. Mr. Tome explained that the leadership has extensive experience in replication of the alternative charter model that has resulted in doubling enrollment in school sites over the past five years. Pathways currently serves over 50,000 students in 72 sites through 14 charters in Tennessee, California and Illinois. He reported that over 75% of the students are economically disadvantaged and 80% are Hispanic or African American, and that 12 out of 12 charters in California rated above the accountability and have been in existence over 25 years.

Mr. Tome explained that one of the big reasons for Pathways success is the individualized learning plans with high expectations, coupled with rigorous standards delivered by motivated and positive teachers. Noting the need for a high quality, alternative charter, Mr. Tome reiterated their desire to partner closely with the Caddo Parish School Board in serving the students in Caddo Parish. Other aspects of the proposed program included extracurricular activities, single subject expert teachers, one on one with students, post secondary advisors as well as mental and health/well being services. He further added their program is research based with strong counseling and parental based support.

Aaron Gobines spoke in support of Pathways for Education because he has witnessed the success of this program. He stated he believes this is what Caddo Parish desperately needs and the possibilities it offers for reaching these students.

Jackie Dozier, board member and substitute teacher in Caddo, spoke in support of the Pathways for Education program for Caddo. She shared her belief that what this program offers in an alternative education for at risk students is a natural fit for Caddo Parish schools and those students that are struggling. She encouraged the Board to support this program and the positive impact it can have on Caddo students.

Eddy Jean Braggs Cheatam, educator, stated she knows from experience that this model alternative school will work in Caddo Parish.

Phillip Rozeman said while he has not seen the application, he has read a lot about Pathways; and encouraged the Board to strongly consider applications from groups such as Pathways.

Mr. Hooks asked Ms. Williams if this group is ready to teach students with serious problems, and she responded that she has visited three of their schools and seen how the program works. Mr. Hooks thanked Pastor Gobines for his comments and for this answer to a cry in the wilderness.

Mr. Riall asked if there will be a reciprocal agreement where we will release them from Caddo's alternative program to attend this program. Ms. Williams reported this discussion took place in the interview and one of the highlights of their program is choice and the students have the option to choose to participate in the program. Data regarding the difference in the Caddo plan and this plan was also in the document for the Board's consideration. Mr. Riall asked Mr. Abrams if there will be an agreement that if we designate a child for the alternative program, they could attend this program versus the Ombudsman program? Mr. Abrams said they can. Mr. Riall asked if this program could replace Ombudsman, and Mr. Abrams responded not totally, because this program is for grades 9-12.

Mrs. Bell asked about overage students (18 years old and in the 8th grade) and how these will be addressed? Ms. Williams explained they begin the process of identifying overage students by talking with the District. Mrs. Bell asked if overage students drop out will this program partner with the parish to know where they stopped and where they can pick up? Ms. Williams said they do two very specific things – (1) track students who remain in their program and are issued a high school diploma; and (2) offer students who are credit deficient and/or pregnant, an opportunity to catch up, with a record of about 30% of the population returning to their high school to finish.

Ms. Priest asked about the plans for a facility? Ms. Williams explained that while they do not have a location identified, their typical location is in a strip mall in the neighborhoods and not in the typical school building. Ms. Williams also stated that she will have the financial information available for the Board on Tuesday.

Miss Green said this sounds good, but she is looking for the difference between the alternative and charter schools. Ms. Williams explained that the biggest difference is they provide a small, face-to-face instruction model with a certified teacher in the classrooms. Miss Green asked if there is a way we can contract with this group, and Mr. Abrams explained they actually would be under a contract with the District if the Board chooses to do so and the Ombudsman contract has a clause in it where the District can opt out; however, this group only offers an alternative option for 9-12 grades.

Mr. Pierson asked about the length of the school day for Pathways? Ms. Williams responded their schools are open as late as 7:00 p.m. and open as early as 7:00 or 8:00 a.m. Mr. Pierson asked if theirs is a regular school day, and Ms. Williams said it is not but students typically spend approximately two hours at the school and the remainder is independent guidance, i.e. a tutor, a teacher, at home, at work, etc., because each student's individualized learning plan defines exactly what their program will look like. Mr. Pierson asked how teachers are recruited and Mr. Tome responded they have had a lot of success in recruiting teachers, much the same as with recruiting students, locally via community forums and word of mouth, etc. Ms. Williams added they do not typically recruit the local District's teachers as their teachers will look different than those in the traditional school classroom setting.

There being no additional applicants or comments, President Ramsey announced that the public hearing for charter school applicants is concluded and the meeting adjourned at approximately 5:08 p.m.

Dr. T. Lamar Goree, Secretary

Larry E. Ramsey, President

December 16, 2013

The Caddo Parish School Board (**CPSB**) met in special session on Monday, December 16, 2013, in its offices at 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, and Dottie Bell. Mrs. Armstrong was absent. Board member Carl Pierson led the prayer and Pledge of Allegiance

President Ramsey stated the purpose of today's meeting is to hold public hearings for the six charter applicants and announced the procedures to be followed will include each applicant has 7 minutes to provide an overview of their proposal, followed by comments from the public regarding the proposal (with each speaker being given up to three minutes), and the Board members can ask two questions of the consultant, Ms. Kimberly Williams. He reminded the Board that the time for questions is not a time for stories or dissertations.

Ms. Kimberly Williams, consultant with New Millennium Education, announced that the first public hearing is for Destined for Greatness University Academy (Project R.E.F.R.E.S.H.). There being no one present from Project R.E.F.R.E.S.H. to speak on behalf of the application, the public hearing for Project R.E.F.R.E.S.H. concluded.

Ms. Williams announced that the next public hearing will be on The Earth Planet Charter School (Saving the Planet by Going Green). Dr. Cheryl Lowing, president/executive director of Saving the Planet by Going Green, thanked the Board for the opportunity to share their program and explained their mission to provide an academic program that will generate stewards who respect the world. She explained it will provide an alternative that promotes sustainability and citizens for individualized project-based curriculum. She further added their mission will be to create an integrated learning experience that emphasizes sustainable living practices and an experimental approach to education that encourages hands-on learning in the community as well as in the classroom. This program is also designed to provide a culture rich atmosphere that celebrates the expansion of the world and taps into the creativity and uniqueness of each child with mutual respect. She shared projected class and school size that will serve grades K-2 during the 2014-15 school year with plans to add one grade each year until they have all 12 grades in the program. Dr. Lowing further explained their proposed academic program focuses on environmental sustainability, the foundation of the Earth planet, and is a research-based curriculum that uses the environment as an integrated context for learning. She highlighted some of the specific ways the program will be used to enhance reading, writing, math, Social Studies and science which will help improve student performance on standardized measures as well as help with discipline and classroom management problems. She noted that the school will focus on student achievement, stakeholder satisfaction, and project based performance tasks and assessments; and their academic gains will be based on benchmark tests. This school will have before and after school care, and Earth Planet will basically involve the students in the environment. She also shared the positive experience she has had in sharing with students in hands-on learning activities; and because everything is turning green, their mission will be to train students to enter into the STEM program and thus be exposed to other areas. She explained they will have a transportation vendor and will work closely with the Special Education population, and she shared her personal experiences with this program and the successes she has seen.

Jon Glover, citizen, asked if the demographic makeup will be only students of color? Ms. Williams explained that any questions should be directed to her and not to the public.

Ms. Priest asked about the percentage of Saving the World by Going Green budget that will go toward instruction? Ms. Williams explained the budget had several errors in it so they were unable to determine the percentages. Ms. Priest referenced the conversation relative to board and the

need for them to have capacity and asked Ms. Williams to elaborate on the training of the proposed board of directors. Ms. Williams stated only one Board member was present at the interview, so she cannot speak to the capacity.

Mrs. Bell asked about additional core subjects to be taught besides environmental science? Ms. Williams responded the application indicates all core subjects will be taught; however, there is no identified curriculum or pathway for students proceeding through the grades. Mrs. Bell also asked about the method used to meet the curriculum for the statewide test. Dr. Lowing responded basically they will use the Benchmark test, as well as the standardized test, to make sure the students are on course for each grade level.

Ms. Trammel asked if Dr. Lowing would be interested in considering this as a pilot program in one of Caddo's schools. Dr. Lowing asked would they still receive the funding for the program? Ms. Trammel stated she believes it is an excellent program, but believes it is one that might begin as a pilot program in a school to determine its success and possibly broaden it to other schools. Dr. Lowing added it would be something they are willing to consider.

Mrs. Crawford inquired about possible locations for the school, and Ms. Williams responded they have not solidified a location as of this date. Mrs. Crawford asked if the school will have the required equipment for the students to use, and Ms. Williams stated the application anticipates the purchase of equipment necessary for use at the facility and to make sure the operations are carried out as they should be. Mrs. Crawford also asked if the school will be a "green" school with the needed scientific equipment to teach this in the school. Ms. Williams responded Dr. Lowing currently has more than one green house and experience in working with this program. Deborah Johnson, friend and colleague of Dr. Lowing, spoke in support of Dr. Lowing's charter application.

There being no additional Board questions, the hearing for the Earth Planet Charter ended.

President Ramsey announced the next hearing will be for Shreveport Charter Foundation, and Dr. Phillip Rozeman announced that the Shreveport Charter Academy will have the same board of directors that governs the Magnolia School of Excellence and introduced members of the board. Dr. Rozeman explained that the key responsibilities for the Board of both schools is to accomplish the mission of making the right decisions relative to finances, to communicate with the public, and to pick an education management organization. He announced they selected Charter Schools USA because they have approximately 14-15 years experience, they have had great outcomes (more than 90% of their schools are A-B schools after three years), they are a SACS accredited organization, they have great parental satisfaction, network and involvement, they have 20 volunteer hours per family throughout the school year, great financial strengths, ended the year in the black allowing for bonuses for the teachers, a great accountability, they focus on individualized learning plans for every student, and special education is not an add on, but a part of the school. They offer tutoring free of charge, they focus on teacher quality and professional development, and offer a Common Core ready curriculum. He reported it is their plan to build another school with a similar startup as Magnolia School of Excellence with open enrollment and no tuition. The proposed school will begin as a K-6 school with approximately 600 students with grades seven and eight to be added over the next two years; and, at this time, the location has not yet been determined. Dr. Rozeman cited a statement from a Stanford University study that noted a common denominator of effective charter schools to be an organization around one guiding principle and that is the teacher student relationship. He said this is why they focus on individualized learning plans, character education, investment, tutoring, teacher quality, hiring, performance based bonuses and professional development. While he is not saying that charter schools are a silver bullet, he is saying charters do bring innovation and choice to the families in the community.

Stacey Edwards, Mom at Magnolia Charter, shared her positive experience and her child's success with the Magnolia Charter School and her support for another charter school. Wendy Vance, Magnolia Charter Mom, shared her positive experience with Magnolia Charter and her support for another charter school and for other children to have the same opportunities afforded her children.

Mrs. Bell asked if this school will focus on students at all levels, of special needs students, and what are some examples? Pam Barker stated they will start out with a full inclusion model, and as they grow, they will look for other opportunities. She explained that the concept is they will not actually know until the initial concept (the change) is implemented.

Ms. Priest noted pages 18 and 26 of an audit that talked about trial balances and several findings in the 2012 audit; and since Charter Schools USA is the governing body, she asked for clarifications on these findings. Ms. Williams said it may not have been in the application, but it could have been provided in the financial information. Ms. Priest also asked if the new application notes the new operational changes that would be implemented by Magnolia. Ms. Williams stated that, as proposed, the Shreveport Charter Academy operation will be identical to the operation of Magnolia School of Excellence, but they will operate as two separate schools. Ms. Williams stated that she will provide Ms. Priest's question to Charter Schools USA and if they cannot provide a response tonight they will be asked to do so by Tuesday.

Miss Green asked Ms. Williams if she understands correctly that transportation will not be provided. Ms. Williams confirmed that at this time the board does not intend to provide transportation.

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Mrs. Bell asked Ms. Williams about the mission to target underserved students and what male students will this program target. Dr. Daniel responded they are only targeting young men in Caddo Parish with the understanding if they do not reach them and involve them in the right environment, they will not end up positively. Knowing that they may not receive the most

affluent students, they have a desire to serve all males that have this need. Mrs. Bell asked about a possible location and will it be a one-race school? Ms. Williams responded that when asked this question in the interview, they indicated the school would be open to all races and they have identified several possible locations based on the demographic population. Bishop Brandon added that the location will be at One Westwood Park which is the current location of a former nursing home facility.

Ms. Priest asked if the initial investment of \$1 million is from EdFutures and to further explain the need for an additional equity funding of \$½ million to \$1 million in ensuing years. Robert Williams, the CPA from California for Edfutures, stated he is familiar with the initial \$100,000, but not the \$1 million, and the \$100,000 will be provided by Edfutures through a loan. Ms. Priest restated the verbiage from the application that “the \$1 million will be used for”, and it appears to deal with the scale strategy, and Ms. Williams responded that is EdFutures’ scale strategy. Ms. Priest also asked about the “second round of EdFutures’ charters opening in 2015”. Ms. Williams explained that the \$1 million is a part of Edfutures scale, but it is not a million designated to LL Brandon Academy, but what they will invest in Louisiana the first year and \$1.5 million in subsequent years to grow as a CMO in Louisiana. Ms. Priest asked about the school’s technology planning committee, and Dr. Daniel explained that this committee will be developed from the Board to develop a technology plan.

Mrs. Crawford asked who will be the leader, and Ms. Williams responded that a school leader has not been determined as of this date; and based upon the application, the school leader will determine the other leaders in the school building.

Ms. Trammel asked about the members of the Board, and Ms. Williams introduced three of the seven Board members present.

There being no additional comments/questions, the hearing on LL Brandon Academy ended.

Ms. Williams introduced Pathways in Education for Caddo Parish as the sixth and final charter applicant, and their proposed alternative charter school to serve under-served, at-risk students. She further explained their proposal of going from one site, and based upon performance, to five sites. Bill Tome, deputy superintendent, Pathways in Education, shared with the Board their excitement in replicating an existing, successful charter alternative model in Caddo. For the past two years, Mr. Tome said they have pursued building community support in becoming a long-term multi-site, alternative charter high school in Shreveport. He explained that the target grades will be 9-12 at risk students who struggle in the traditional school environment. He said that Pathways has been a successful model for over 25 years and has been consistently renewed as a high performing charter. Mr. Tome explained that the leadership has extensive experience in replication of the alternative charter model that has resulted in doubling enrollment in school sites over the past five years. Pathways currently serves over 50,000 students in 72 sites through 14 charters in Tennessee, California and Illinois. He reported that over 75% of the students are economically disadvantaged and 80% are Hispanic or African American, and that 12 out of 12 charters in California rated above the accountability and have been in existence over 25 years.

Mr. Tome explained that one of the big reasons for Pathways success is the individualized learning plans with high expectations, coupled with rigorous standards delivered by motivated and positive teachers. Noting the need for a high quality, alternative charter, Mr. Tome reiterated their desire to partner closely with the Caddo Parish School Board in serving the students in Caddo Parish. Other aspects of the proposed program included extracurricular activities, single subject expert teachers, one on one with students, post secondary advisors as well as mental and health/well being services. He further added their program is research based with strong counseling and parental based support.

Aaron Gobines spoke in support of Pathways for Education because he has witnessed the success of this program. He stated he believes this is what Caddo Parish desperately needs and the possibilities it offers for reaching these students.

Jackie Dozier, board member and substitute teacher in Caddo, spoke in support of the Pathways for Education program for Caddo. She shared her belief that what this program offers in an alternative education for at risk students is a natural fit for Caddo Parish schools and those students that are struggling. She encouraged the Board to support this program and the positive impact it can have on Caddo students.

Eddy Jean Braggs Cheatam, educator, stated she knows from experience that this model alternative school will work in Caddo Parish.

Phillip Rozeman said while he has not seen the application, he has read a lot about Pathways; and encouraged the Board to strongly consider applications from groups such as Pathways.

Mr. Hooks asked Ms. Williams if this group is ready to teach students with serious problems, and she responded that she has visited three of their schools and seen how the program works. Mr. Hooks thanked Pastor Gobines for his comments and for this answer to a cry in the wilderness.

Mr. Riall asked if there will be a reciprocal agreement where we will release them from Caddo's alternative program to attend this program. Ms. Williams reported this discussion took place in the interview and one of the highlights of their program is choice and the students have the option to choose to participate in the program. Data regarding the difference in the Caddo plan and this plan was also in the document for the Board's consideration. Mr. Riall asked Mr. Abrams if there will be an agreement that if we designate a child for the alternative program, they could attend this program versus the Ombudsman program? Mr. Abrams said they can. Mr. Riall asked if this program could replace Ombudsman, and Mr. Abrams responded not totally, because this program is for grades 9-12.

Mrs. Bell asked about overage students (18 years old and in the 8th grade) and how these will be addressed? Ms. Williams explained they begin the process of identifying overage students by talking with the District. Mrs. Bell asked if overage students drop out will this program partner with the parish to know where they stopped and where they can pick up? Ms. Williams said they do two very specific things – (1) track students who remain in their program and are issued a high school diploma; and (2) offer students who are credit deficient and/or pregnant, an opportunity to catch up, with a record of about 30% of the population returning to their high school to finish.

Ms. Priest asked about the plans for a facility? Ms. Williams explained that while they do not have a location identified, their typical location is in a strip mall in the neighborhoods and not in the typical school building. Ms. Williams also stated that she will have the financial information available for the Board on Tuesday.

Miss Green said this sounds good, but she is looking for the difference between the alternative and charter schools. Ms. Williams explained that the biggest difference is they provide a small, face-to-face instruction model with a certified teacher in the classrooms. Miss Green asked if there is a way we can contract with this group, and Mr. Abrams explained they actually would be under a contract with the District if the Board chooses to do so and the Ombudsman contract has a clause in it where the District can opt out; however, this group only offers an alternative option for 9-12 grades.

Mr. Pierson asked about the length of the school day for Pathways? Ms. Williams responded their schools are open as late as 7:00 p.m. and open as early as 7:00 or 8:00 a.m. Mr. Pierson asked if theirs is a regular school day, and Ms. Williams said it is not but students typically spend approximately two hours at the school and the remainder is independent guidance, i.e. a tutor, a teacher, at home, at work, etc., because each student's individualized learning plan defines exactly what their program will look like. Mr. Pierson asked how teachers are recruited and Mr. Tome responded they have had a lot of success in recruiting teachers, much the same as with recruiting students, locally via community forums and word of mouth, etc. Ms. Williams added they do not typically recruit the local District's teachers as their teachers will look different than those in the traditional school classroom setting.

There being no additional applicants or comments, President Ramsey announced that the public hearing for charter school applicants is concluded and the meeting adjourned at approximately 5:08 p.m.

Dr. T. Lamar Goree, Secretary

Larry E. Ramsey, President

December 17, 2013

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, December 17, 2013, in its offices at 1961 Midway, Shreveport, Louisiana with President Ramsey presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Carl Pierson, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Board member Carl Pierson led the prayer and Pledge of Allegiance

APPROVAL OF MINUTES

Mr. Pierson moved, seconded by Ms. Priest, to approve the November 19, 2013, November 21, 2013, and December 3, 2013 CPSB minutes as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Ramsey and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

C. E. Byrd High School Choir. The C. E. Byrd High School Choir performed two Christmas songs for the Board and audience. Mr. Mainiero announced that in 2013, the Byrd Choir participated in a national festival in San Antonio, Texas where they received excellent ratings. The choir also recently performed at the Louisiana State Retired Teachers' Conference and has been invited to perform at Northwestern State University in Natchitoches as well as Universal Studios in Orlando, Florida in 2014.

Louisiana State Fair Baton, Dance Line and Cheer Competition Winners. The following schools/groups/students were recognized for awards earned in the Louisiana State Fair Baton, Dance Line, and Cheer Competition. Elementary School first place winners are Southern Hills Viking Squad (Small Pom and Small Cheer), the Southern Hills Vikettes (Medium Pom, Jazz, Medium High Kick and Medium Hip Hop), and the Southern Hills Liturgical Drill Team (Liturgical Drill), Blanchard Cheerleaders (Large Pom, Large Cheer, Large Show Production, and the Elementary Grand Prize Winner).

Middle School First Place Winners are Caddo Middle Magnet Twirlers (Dance Twirl), Caddo Middle Magnet Starline (Small Middle School High Kick and Pom), Herndon Magnet Cheer (Medium Middle School Cheer), Herndon Highsteppers (Large Middle School Military, Hip Hop, Kick, and Pom), Lillie Thibodeaux (Middle School Solo Winner), Oil City Magnet Twirlers (Dance Twirl Routine), Oil City Tigerettes (Medium Cheer Pom and Small Middle School Prop), Vivian Spirit Steppers (Small Middle School Military), Walnut Hill Golden Hornets Dance Line (Small Middle School Show Production), Donnie Bickham Cheerleaders (Medium School Cheer), Donnie Bickham Patriot Belles (Medium Middle School Hip Hop, High Kick, Military, Pom, and Grand Prize Winner).

High School First Place Winners are Booker T. Washington Cheerleaders (Medium High School Pom and Hip Hop), Fair Park Cherokee Belles (Small High School Hip Hop), Green Oaks Dancing Divas (Small High School Jazz), Southwood High School Colorguard (Medium High School Colorguard), and Northwood Falcon Line (Large High School Pom, Military, Novelty and High Kick, as well as Grand Prize Winner).

We Care Essay Winners. Tom Watts, Community Renewal, presented awards to the following students as winners in the 2013 We Care Essay Winners: Elementary School winners are

Morgan Kemper, 4th grade, Claiborne Fundamental Magnet, 3rd place; Jada Small, 4th grade, Mooringsport, 2nd place; and Merritt Shemwell, 5th grade, Fairfield Elementary Magnet, 1st place. Middle School winners are Katelynn Benge, 8th grade, Donnie Bickham, 3rd place; Deountre Henderson, 7th grade, Donnie Bickham, 2nd place; and Rachel Hogan, 8th grade, Youree Drive, 1st place. High School winners are Kendall Crosby, 11th grade, Byrd, 3rd place; Chris Clark, 10th grade, Northwood, 2nd place; and Chandler Williams, 11th grade, Byrd, 1st place.

First Lego League Qualifier Event. Caddo Middle Career & Technology “The Robo Chargers” were recognized for placing 3rd in the Robot Design event and Donnie Bickham Middle School “The Bickham Bots” were recognized as the North Louisiana Grand Champions in the First Lego League Qualifier Event Robotics Tournament held on November 16, 2013.

Captain Shreve Journalists. The following members of the Captain Shreve newspaper staff were recognized for honors received at the Louisiana Scholastic Press Association Conference: Alexis Spano, 12th grade, 2nd place for best inside spread design; Carson Mullins, 12th grade, 2nd place and Windy Steele, 12th grade, 1st place in news writing. Also, Captain Shreve’s student newspaper “*The Enterprise*” placed 3rd for best all-around newspaper for 2012-13.

Ambassador for the Children’s Miracle Network. Amy Heron, CMN Hospitals Program Director, recognized Joshua Black, 9th grader, as the Children’s Miracle Network Ambassador for the State of Louisiana.

2013 Outstanding Educator State Award Winner. Cynthia Lawhon, teacher at Claiborne Fundamental Magnet, was recognized as the recipient of the 2013 Outstanding Educator State Award by Project Learning Tree for her outstanding contributions and commitment to the environmental education of Louisiana’s youth.

Caddo Principal Receives Leadership Award. Mary Rounds, principal of Caddo Magnet High, was congratulated for receiving the Paul Fouquier Educational Leadership Award at the recently held Louisiana Association of School Executives (LASE) Conference.

Presentation by Board Member Dottie Bell. Board member Dottie Bell, LeVada Palms and the Caddo Parish Teachers Federal Credit Union presented to Pittre Walker, Caddo’s Homeless Coordinator, and Janis Parker, Director of Title I, \$3,100 in cash/credit cards. Mrs. Bell stated they have hosted a “Party with a Purpose” for seven years with the purpose of collecting toys for needy children at Christmas. This year they asked for donations of money and/or gift cards to present to the Homeless Department to purchase what the children had on their “wish list”.

Ms. Priest noted that the numerous recognitions today of Caddo’s students are really what Caddo Parish Schools is about.

Newly Appointed Administrators. Charles Lowder, director of Certified Personnel, recognized the following newly appointed administrators: (1) Leroy Hamilton, assistant principal, North Caddo High School, and (2) Keith Burton, chief academic officer.

VISITORS

Samantha Douglas, expressed her support for charter schools and shared the progress her son has made in a charter school. She encouraged the Board to give charter schools a chance in Caddo.

Pastor Buck Magee, parent and supporter of public schools, encouraged the Board to strongly consider approving the charter applications submitted by EdFuture and Pathways in Education, because he believes this type program for boys in Caddo Parish is very much needed.

Michael Henderson, newly elected president of the Parent Teacher Cooperative (PTC) of Magnolia Charter, shared with the Board that his children are currently students at Magnolia Charter. In his appeal to the fathers to be visible and to help, he applauded the positive response from the Dads at Magnolia. He also appealed to the Board to support new charters and give parents a choice and the opportunity to be a part of their children's education.

Billy Wayne shared with the Board the overwhelming results of providing extended learning time (ELT) activities for students in Caddo Parish since his retirement from Caddo Schools in 2006. He said the after-school, Saturday, and summer programs have won the respect of educators, church and community leaders, political officials and the Department of Education as a result of student achievement through these programs. While there are pros and cons with the effectiveness of charter schools, there is no denial that these programs are a reality; but he questions the practicality of spending hundreds of thousands of taxpayer dollars to start charter programs which will produce at best about two hours of change in a regular school day and continue to allow the children to serve as pawns in the education test data that charters create, not to mention community division. Mr. Wayne said after listening to the charter presentations on Monday, he noted that better than 50% of the proposed charter program activities by the various applicants can be addressed not merely through a charter school program, but through a well-designed extended day learning program as well. He said these programs also serve as a catalyst for learning during the regular school day and will not require students to be displaced from their communities. He asked that the Board improve and enhance learning and achievement at every Caddo school through contracting with Extended Learning Time providers that have shown to be a proven commodity.

Doc Voorhies welcomed the new superintendent and challenged the Board, and everyone involved in the education system, with this new beginning, to support and demonstrate the fact that we are much stronger together.

Maureen Barclay, teacher at Captain Shreve High School, shared research during her pursuit of National Board Certification on teacher workloads based on research for Best Practices and Instruction, and the limit of 80 minutes per secondary teacher in English Language Arts and no more than 20 students per class. Investing in smaller classes and fewer classes each day for teachers and more work time for teachers to plan what they teach and to evaluate each student's work. She noted the new staffing formula eliminated eight teaching positions at Captain Shreve and created numerous situations as a result of losing much needed planning time. She also noted what the teachers have done at each school to lessen the negative impact these changes have made on both teachers and students, but encouraged the Board to consider new ideas, i.e. ask teachers for solutions to restoring planning times.

Jon Glover, employee, asked if the Board has ever sat in solitude wondering how the School System reached its current pinnacle, why the Caddo Public School System is failing, and how outside sources can accomplish what the public schools cannot. Knowing that the discontent that exists in Caddo with the present state of the system, she understands how warnings were dismissed. She noted the warnings and that no amount of excuses can change the fact that the system is drowning, yet no attention was given to the warnings. Ms. Glover noted excerpts from the February 5, 2008 CPSB meeting where Paul Pastorek began pointing out what would transpire because of the unwillingness to address the concerns of the children attending Bethune Academy at that time. She said the wording that leant itself to say that we have disadvantaged a generation of children was a shock to her, and asked if that is why we are now being bombarded with the charter school concept. Ms. Glover asked the Board how does this make them feel, why didn't the Board do something different to address the concerns that caused schools to be labeled academically unacceptable, what solutions will the Board offer to address these ongoing concerns, and who should the people look to for addressing their concerns. She asked if being forced via the RSD to contract with service providers to oversee four Caddo schools addresses

the needs of Caddo's students, and has the public lost faith in the public school system? Ms. Glover noted the Board's action to employ a competent and skilled individual to spearhead the District; and she believes if he is allowed the latitude to address the issues of the school system, a new and innovative Caddo Parish School System could emerge. She reminded the Board that we owe it to every child to ensure that education is available; and she believes if needed change is accepted, the end result will produce well-educated students.

Jackie Lansdale, president of the Red River United, stated that the Board last Spring made the decision to cut teaching positions while keeping the block schedule in place. She stated it was also written into Policy GCA the stipulation for 225 minutes of planning per week, and it was done with the assurance of Central Office staff and legal counsel that cutting positions, keeping the block schedule, and ensuring the planning time could all be accomplished simultaneously. Mrs. Lansdale said shortly following this action, she reported the RRU began receiving calls regarding the issues with staffing and scheduling and when school started, teachers at five schools were not being providing the 225 minutes of planning. After researching, she stated that the grievance policy was followed with the hope that it could be resolved at the lowest level possible. With the lack of planning time deeply impacting students and successful teaching, it was hoped that the Board would act expediently. Unfortunately, she stated that administration at every level refused to resolve the issue which she believes is understandable since it was the staff that sold the idea to the Board. She noted the testimonies at the work session from teachers affected, the concern that the Board has compromised academic achievement and ways teachers have seen students affected. Mrs. Lansdale reported that the RRU has done its due diligence and suggested that the seven-period day be implemented in January. She added that knowing there would be an issue of ½ credit, they talked to BESE about offering that ½ credit for those who wanted or needed it via independent study, and they received positive feedback on this. She also noted the cost of the numbers of substitutes in teaching positions in the affected schools compared to the average teacher's salary and when subtracting the difference, she believes every eliminated position could have been put back into place. Mrs. Lansdale also noted their suggestion to compensate teachers for added instruction and the response from staff of how teachers were to handle added instruction/activities. She asked the Board for the assurance that every teacher will receive a minimum of 45 minutes of planning every day, that the Board will not include the professional time policy for arrival and dismissal (15 minutes before instruction and 15 minutes after) as part of the planning minutes, that integrity and fidelity will be in the process, that the Board will comply with its own policies and laws, and that there will be consultation with them before employee policies are added or altered. Mrs. Lansdale reminded the Board that if there is not resolution before the Level IV grievance on Wednesday, the next stop is the Board; and they are not attempting to see who will win or lose, but only to provide the opportunity of a quality public education to every boy and girl in the district.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Ramsey noted that 8.04 "Sale of Hamilton Terrace" is pulled because no bids were received, 8.12 "Approval of Board Participation in Class Action Lawsuit" is pulled for further review, and Items 6.02, 8.01, 8.03, 8.05-8.07, 8.09, 8.11 and 13.01 are recommended as the consent agenda.

Ms. Priest moved, seconded by Mrs. Bell, to establish the agenda and proposed consent agenda as presented. Vote on the motion carried.

Mr. Pierson moved, seconded by Mrs. Armstrong, to confirm the consent agenda as submitted. Vote on the motion carried unanimously. The following is a summary of the action taken by the Board in approving the consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions report for the period of November 1, 2013 through November 22, 2013 as submitted in the mailout.

Item No. 8

8.01 VISA Sponsorships/CODIFIL Teachers. The board approved sponsoring VISAs, which requires covering the cost of applications and extensions for foreign associate and Codifil teachers.

8.03 Change January 21, 2014 CPSB Meeting Date to January 28, 2014. The board approved changing the January 21, 2014 CPSB meeting date to January 28, 2014 to accommodate Board members attendance at the LSBA Annual Convention.

8.05 Audit Committee Recommendations. The board approved the recommendations from the CPSB Audit Committee as submitted in the mailout. The report of the Audit Committee is a part of the permanent file for the December 17, 2013 CPSB meeting.

8.06 Revision to Board Travel Budget. The board approved to increase the Board travel budget by \$15,000.

8.07 Long Term Use of Lakeshore Gymnasium. The board approved the request for long-term use of the Lakeshore gymnasium as recommended by staff and submitted in the mailout.

8.09 Out of State Travel. The board approved requests for out of state travel (funded from the General Fund) as recommended by staff and submitted in the mailout.

8.11 Revision to 2013-14 Caddo Parish Pupil Progression Plan. The board approved the revision to the 2013-14 Caddo Parish Pupil Progression Plan as recommended by staff and submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for students JR, DA, HM, MBC and SJ whose parents are in agreement.

PROPOSED REVISION TO CPSB POLICY GCA (STAFFING)

Mr. Abrams clarified that the actual revised Policy GCA includes the planning time, which is incorrect, and the double ** should be eliminated as there will no longer be 90 minutes planning every other day. He also explained that this policy never included planning time because it is a staffing formula policy; and the proposed seven-period day will include a daily planning time.

*Mr. Rachal moved, seconded by Mr. Hooks, to approve the seven-period day for high schools, that the ** paragraph referencing the planning time be eliminated, and that CPSB Policy GCA (Staffing Formula) be revised accordingly as submitted in the mailout.*

Mrs. Crawley asked Superintendent Goree about taking out the 45-minute planning period, because she believes if something is not in writing, it should at least be on record verbally so that the teachers understand this change will not eliminate their daily planning time. She asked if each teacher will receive a 45-minute planning period every day? Dr. Goree said that is correct and added we are committed to providing Caddo's teachers with planning time every day.

Miss Green mentioned that the motion is for high school (grades 9-12) and asked if the 7th and 8th grades at her school(s) will remain as it is? Dr. Goree explained that this change is only for high schools and the 7th and 8th grades are already on a traditional schedule. Miss Green asked if students will be hearing bells every 15 minutes, and Dr. Goree explained there will still be a staggered schedule (different start times for middle and high schoolers). Miss Green noted the distraction of bells ringing that often, and Dr. Goree assured her that principals have various options in separating the middle and high school students and for only ringing bells in certain areas of the building and staff will talk to principals.

Mr. Hooks stated his appreciation for Dr. Goree's confirmation; however he is concerned because he conducted a survey and it appears we only need 28.5 teachers, and asked if those teachers can be hired at the start of the second semester. Dr. Goree responded that staff is looking at different ways the problem can be remedied and is committed to providing as many options as possible for the schools in these difficult situations. When looking at this from a staffing perspective and adding teachers, staff can run into some serious certification problems since it is high school; and at this time, Dr. Goree stated we cannot make a commitment with the staffing, but staff will continue to look at this and offer as many options and support as possible.

Mr. Rachal stated the Board put the block schedule in place because it was believed it would be what was best for children; and despite the issues when transitioning to the block, he believes, for the most part, it was what was best. At this point, and due to the mandates from the State Department, the required additional payments in retirement benefits, the State is bleeding the school system dry; and noted they put things in place with a promise to help pay for it, yet they changed and are not helping financially with mandates. As a school district, Mr. Rachal noted that even though the State discontinued funding, we have been required to provide the funding; and he believes if it weren't for the state financial mandates, Caddo could possibly keep the block schedule. He encouraged everyone to contact their Legislator because they have indicated they want to hear from the people and not the local school board.

Mrs. Armstrong echoed Mr. Rachal's comments; and while she realizes the modified A/B block is far from perfect relative to planning time as well as students, she believes the board needs to remember the opportunities it afforded students for extra credits and to make up credits for those students who have fallen behind.

Vote on the motion carried with Board member Armstrong opposed.

REVIEW/RECOMMENDATIONS/APPROVAL OF CHARTER SCHOOL APPLICATIONS

Jon Glover asked who recalls what the Trojan Horse represented to the City of Troy and stated that for more than 10 years, the Greeks seized Troy, but the Trojans would not surrender; and while there were strong, high walls around the City of Troy, no enemy could enter the City when the gates were closed, so the Greeks built the huge wooden horse on a platform with wheels. Greek warriors hid in the horse and when the gates were opened, they brought in the horse unaware of what they would receive. Ms. Glover asked if that is what happened in Caddo Parish? Caddo was warned about potential takeover, we did nothing to offset it and now there are applicants requesting charter schools saying they can provide the services to educate the children. She said she attended the public hearing where the Greek Army (charters) were welcomed and they offered their proposals to the public and the Board; however, she was surprised when everyone was refused the opportunity to question the applicants (censorship), and asked does she not have the right to question the applicants with regard to their presentation. She asked if she was just to believe that each applicant's objective was to provide equal education resources for all students of Caddo Parish or were the applicants deliberately targeting a specific kind of student. She added every child is entitled to a public education; and when it appears the

local public educational system is being threatened, she believes we need to take time to determine why that is so. She believes in 2013, Caddo continues to address the same issues and that is whether or not every child in Caddo Parish is able to acquire an education. The Board has an awesome responsibility, and she encouraged the Board to choose wisely because the Board's decision will affect the lives of Caddo Parish's students, and to no longer accept strategies that promote deception.

Mr. Riall moved, seconded by Mrs. Armstrong to accept the report of the third party reviewer, New Millennium Education, and deny the charter applications of the following: (1) Destined for Greatness University Academy (Project R.E.F.R.E.S.H.); (2) The Earth Planet Charter School (Saving the Planet by Going Green); and (3) The Red River Charter Academy and Caddo Charter Academy (NHA). Mr. Hooks asked for a point of understanding and if he is correct to say that if the Board votes against these applications, they can present their application to BESE and BESE could approve them. Mr. Ramsey responded that is correct, it is a possibility. Mrs. Armstrong said she believes the Board agreed by hiring the Third Party Reviewer required by the State and the need to follow some of their recommendations, of which this is one. Mr. Hooks asked has he not said since being on the Board that charter schools were coming to Caddo; and if we do not let them in, the State will. He asked Mr. Abrams if the Board's hands are tied, and Mr. Abrams said no and further explained that the Board hired a third party reviewer and the Reviewer has made recommendations which basically recommend the denial of these applications based upon the information within the report. If the charter operator decides they wish to go to BESE, they must present the same information, which we believe will end in a denial by BESE also. Mr. Abrams further stated that based on the report, it is believed that the information is inadequate and that BESE will make that same determination. Mr. Rachal again stated that it is the State that has given the district guidelines we must follow with these applications and that included bringing in a third party reviewer; and he believes Caddo was fortunate to have a company that has the experience and background in this area. Vote on the motion carried unanimously.

Mr. Riall moved, seconded by Mrs. Armstrong, to accept the report of the third party reviewer, New Millennium Education, and approve with the conditions in the report the charter application of Shreveport Charter Academy, Charter Schools USA. Ms. Williams confirmed that the conditions in the report, confirmed with the Caddo Parish staff, are: (1) the school must achieve a minimum of a C letter grade for the 2013-14 school year. This grade may be assessed using preliminary data released in the spring before actual letter grades are released. (2) The current school (Magnolia) shall not have any "deficiencies" in operation for the school year 2013-2014 (operation shall include at risk percentages, finances, Special Ed, transportation, food service and any other services owed to or performed by the Caddo Parish School System). (3) The (new) school will not open if the enrollment at Magnolia is less than 90% of the school's anticipated enrollment for the year prior to the school's opening (2014-2015).

Mr. Riall asked if "deficiencies" in the second condition include finances, and Ms. Williams confirmed that it does.

Mrs. Crawley asked Mr. Abrams if we are saying they do not have to meet the contract guidelines of 63% socioeconomic, free and reduced lunch? Ms. Williams stated that is encompassed in Condition No. 2, and Mrs. Crawley indicated that this is something she would like to be in writing. She added she was impressed with the parents, their participation and commitment to Magnolia, but she believes this school is still in its infancy and it is premature to grant them another school. Mr. Pierson asked if school year means the end of the school in May, 2014 and Ms. Williams confirmed it does.

Mr. Rachal asked staff how many years did we request from the State, when reconstituting one of the District's schools, before receiving a grade? Staff responded three years. Mr. Rachal

stated his agreement with Mrs. Crawley's comments, and understands if we approve the application, the charter will be under the local district's management; however, if the Board denies the application, and BESE approves the application, then it will be under BESE's management and the local district has no say-so in it. With that in mind, Mr. Rachal explained his vote will be "will we be able to manage and control it"? Based on this, he questions giving them (Magnolia) one year to attain a "C" grade and Caddo requested from the State three years before receiving a letter grade. Ms. Williams stated that even though the local district requested three years before receiving a letter grade, the State issues a score after one year even though it may not count in the your AUS ranking. Mr. Rachal asked if there is a baseline, and Ms. Williams said there is not, but they will give, specifically with Type 1 charters, a letter grade measured across the district as a whole. Mr. Rachal said he knows if the Caddo Board does not support the application, BESE will support it. Mr. Ramsey reminded the Board members that these are not turnaround schools, but they are new schools. Miss Green also stated her belief that all the charters brought great ideas to the table; however, charters with her and those in her community leave a bad taste in their mouths.

Mrs. Bell stated her concern is if charters are supposed to be the answer for public education, she believes we should ask for an A rating; and at this time, she feels we should let the state come in and perform a miracle. She said she believes a new public school is needed and not a charter.

Mr. Hooks asked for clarification of Mrs. Crawley's statement that the conditions are not in writing? Ms. Williams explained that the conditions are listed in the report and Condition No. 2 should be placed in the motion to indicate that "*operational*" includes *at risk percentage, finances, special ed, transportation, food service and any other services owed to or performed by the Caddo Parish School System*. Mr. Hooks asked if Ms. Priest received answers to the questions asked at the work session on Monday? Ms. Williams responded that these are included in the document and are answered under the application highlights, with the exception of the answer she received five minutes before the meeting relative to the question and paraphrase of the response indicating that the Shreveport Charter Academy could not respond to the audit of the Lake Charles Charter School and the board could reach out to the attorney for the Lake Charles charter, but the concerns do not seem to be a problem any longer. Mr. Hooks stated he feels as if he is being bullied into this vote.

Ms. Trammel moved, seconded by Mr. Riall, to call for the question. Vote on the motion to end debate carried with Board member Crawley opposed.

Vote on the main motion carried with Board members Green, Crawley and Bell opposed.

Mr. Riall moved, seconded by Mrs. Armstrong, to accept the report of the third party reviewer, New Millenium Education, and approve with the conditions in the report, the charter application of LL Brandon Academy of Arts & Technology Charter (EdFutures, Inc.), with the conditions being (1) that the board must identify a school leader who can articulate a solid plan for academic and teacher performance. This leader will ensure the success of the plan presented and the integrity of implementation. The board should present a school leader candidate for review to the CPSB charter team/reviewer no later than March of 2014 to open in 2014. (2) A location for the school must be identified along with a budget for renovations. The applicant is relying heavily on a district building that has not been granted to them by the board or the superintendent. The applicant has identified a secondary location behind the church, however, it has not been determined whether this facility is acceptable for use as a school location or whether renovations can be made to ensure a timely opening in 2014, and (3) The applicant shall provide an updated financially sound budget, including renovations, donations and accounting for funding not received from EdFuture.

Mr. Riall referenced Mr. Hooks' statement that the Board knew charter schools were coming to Caddo, but he asked them to remember if we do not approve charters, they will present their applications to BESE who will approve them and then they will be totally out from under Caddo's control. Miss Green called a Point of Order and she believes the speaker is to be making the motion. President Ramsey denied the Point of Order as Mr. Riall had read his motion, there is a second to the motion, and he is addressing his motion.

Mrs. Armstrong stated this is another case of where the Board must make a difficult decision; and she believes this proposal is the best we can do for the District in these situations. Ms. Trammel asked about the three conditions and the non-inclusion of operational deficiencies. Ms. Williams explained the conditions do not include the operational deficiencies because the school is not currently operating, but they will have to present a sound financial statement and talk about shared services during the contract phase, all which are included in the application.

Mrs. Crawley referenced a recent article that advised investors to be sure charter schools were in their portfolios because it is the fastest growing business in the country. She also stated it is commercializing and privatizing with public tax dollars, and she doesn't care if the state takes them. Mr. Rachal referenced the March timeline and the fact that the Board must respond to the state in a couple of weeks relative to these applications. Ms. Williams explained that following this meeting, they will present a report to present to the State outlining conditions approved for each applicant since they are opening under the Caddo District's auspices. Mr. Rachal asked about the application with the conditions and he would like for this to come back to the Board with the applicant's response. Mr. Abrams reminded the Board of the timeline where Caddo must let them know the decision made. Mr. Rachal said he is asking for the responses due back to Ms. Williams in March. Ms. Williams explained that in her conversation with the leadership, they have indicated they would like Dr. Goree to be involved in their leadership selection, and Dr. Goree will be able to report back to the Board the acceptance or denial of leaders chosen for a particular school. Mr. Rachal asked about the other two stipulations re: finances, etc. and he does not want to approve anything without seeing their response. Mr. Rachal asked if the Board has the ability to accept or deny this. Ms. Williams said at this time they have met the standards and are a "go", and the Board does not get to revote in March, but she will come to the Board and report they have or have not met all the terms. Mr. Rachal asked Dr. Goree about his experience with charter schools in Texas. Dr. Goree stated that he has worked very closely with the Board's attorney and third party provider and he believes conditions are in place that will produce a quality product; and whether we agree or disagree, it is an opportunity to provide choice to families which is something the state is committed to do. He reminded the Board that it must insure that everything is done decent and in order and that the charter meets specific standards. He reported he has seen charter schools succeed, and he has seen them not succeed; and it will depend on the school. Mr. Rachal reiterated Mrs. Armstrong's comments and that the charter is the lesser of two evils; and whether or not the State or Caddo issues the charter, if it goes to someone else, it will not be good for the District.

Mr. Pierson reminded everyone that this gives Caddo the oversight and when approving something conditionally, it means if the conditions are not met, it is not approved.

Mrs. Bell stated that school ends in May and asked if they want to open in 2014, will Dr. Goree select the charter school person? Ms. Williams said that because they wish to be partners with the Caddo Parish School Board, they feel it to be critical that the Caddo Superintendent is a part of their leader evaluation. As they are selecting a leader, they want Dr. Goree's team to be at the table with them. Dr. Goree explained that one of the concerns was if staff would have the opportunity to approve the principal of the school because if the staff was not satisfied about the selection (made by the charter school), then the school would not meet one of the conditions and could not move forward. Mrs. Bell asked if providers are asked to get a school in order for 2014, what happens if a building is not ready for the start of school in August? Ms. Williams said she

has not visited the nursing home (building proposed), so she is unable to give the Board any affirmation that the building will be ready; but to give the Board the security it needs, she believes this condition is needed so if the building is not ready for the start of school in August, they cannot move forward. Mrs. Bell asked Ms. Williams about meeting the money, budget, building and renovations for the 240 students they want for the 2014-15 school year. Ms. Williams explained that if they have not met the conditions by March 2014, she would report to the Caddo Parish School Board that they have not met the conditions set forth by the CPSB and therefore they should not be allowed to open. At that time, the Board would take action to not allow them to open; however at this time, Ms. Williams reported they have given assurance that they will meet the conditions by the March 2014 deadline.

Mr. Riall moved, seconded by Mr. Hooks, to call for the question. Vote on the motion to end debate carried with Mrs. Crawley opposed.

Vote on the motion relative to the LL Brandon Charter application carried with Board members Green, Crawley and Bell opposed.

Mr. Riall moved, seconded by Mrs. Bell, to accept the report of the third party reviewer, New Millenium Education, to approve the charter application of Pathways in Education. Mr. Riall said he believes the Board has asked every question possible relative to charters. Mrs. Bell said she has researched Pathways and believes this could be the answer to the overage and drop-out students. Vote on the motion carried with Board members Green and Crawley opposed.

AUTHORIZATION TO RFP FOR LEGAL SERVICES

Mr. Riall moved, seconded by Mr. Hooks, that the Board forgo the RFP process for legal services for the next 3 years and that the Board maintain its current legal team based on the current rates for services. Vote on the motion carried unanimously.

ELECTION OF 2014 OFFICERS

Ms. Priest moved, seconded by Mr. Riall, to approve the following slate of officers for 2014: President, Carl A. Pierson, Sr.; First Vice President, Bonita Crawford; and Second Vice President, Mary Trammel. There being no other nominations, the proposed slate of officers for 2014 was approved unanimously.

AUTHORIZE THE USE OF FACSIMILE SIGNATURE

Ms. Priest moved, seconded by Mrs. Bell, to authorize the use of a facsimile signature for President Carl Pierson. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Goree reported that the collaborative efforts continue with the Recovery School District to fully execute the contract agreed upon, and he will continue to bring updates to the Board as the District progresses through the contract.

Superintendent Goree also reported that staff continues to work to offer as many options as possible to remedy the concerns relative to teachers' planning time. He also announced his appointment of Robin DeBusk as the principal at Caddo Middle Magnet.

UNFINISHED BUSINESS

Mr. Pierson expressed appreciation to President Ramsey for his leadership during 2013, a year in which there was much going on in education and in Caddo. He also thanked the Board for their support in electing him to serve as the Board's President during 2014.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell expressed her appreciation for all who participated in this year's Party with a Purpose.

Mr. Hooks expressed appreciation to Dr. Mary Nash-Robinson for her service as interim superintendent and for the outstanding job she and her staff did during that time.

Ms. Trammel extended an invitation to Board members to attend the Christmas on St. Vincent Community Luncheon, 8200 St. Vincent Avenue. She also expressed her appreciation to outgoing president Larry Ramsey.

Mr. Riall noted the number of District 1 schools recognized today and the outstanding performances by each of them during the competition.

Mrs. Crawley expressed appreciation to Dr. Goree for his work toward a resolution to the concerns relative to the teachers' planning time and asked staff to consider meeting with school officials for their input. She also stated that she knows the budget has positions that are not filled, thus she believes teachers can be hired for the second semester with those funds.

Miss Green expressed appreciation to the Board for the gifts and treats and to Ms. Edwards and Cleveland White for their assistance at her community meeting. She also shared her concern about what she hears relative to Central Office salaries, and she would like to look at this closely in the budget planning process. Miss Green asked the Superintendent for a written copy of the plan for Newton Smith.

Mr. Ramsey again expressed his appreciation for the Board's support during 2013, as well as for the staff's support throughout the year and the many issues the District faced.

ADJOURNMENT

Ms. Priest moved, seconded by Mrs. Armstrong, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:23 p.m.

Dr. T. Lamar Goree, Secretary

Larry E. Ramsey, President